



# responsible ..... real estate

From Blueprint to Building  
Ensuring Sustainability at Every Step

ESG Report  
FY 2023-24



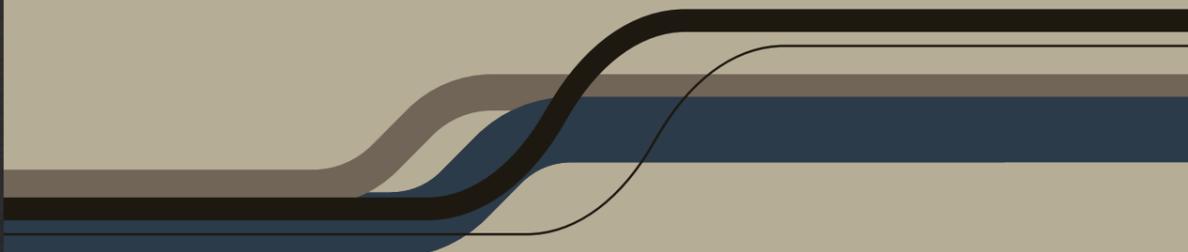
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*At Tata Realty, our commitment to sustainability transcends traditional approaches, shaping a new paradigm in responsible real estate development. The theme "Responsible Real Estate," encapsulates our proactive approach to incorporate environmental stewardship from blueprint to final build, employing green building features, energy-efficient systems, and innovative design features that significantly minimize environmental footprints.*

*Our approach aligns with the Tata Group's ethos of leadership with trust and pursuit of excellence, prioritizing not only ecological health but also the well-being of occupants. We create modern, smart, sustainable spaces with a people-first approach, catering to the evolving needs of society. This ensures our buildings are future-ready, enhancing air quality, maximizing natural light, and promoting ergonomic designs to support both physical and mental wellness. Recognizing that green and healthy buildings are a strategic imperative, we ensure they contribute to sustaining people's health and driving economic performance.*

*This integrated approach sets new standards in sustainability, reflecting our commitment to a greener future and the creation of environments that enhance community life. Tata Realty stands as a beacon of innovation and integrity, leading the way toward a more sustainable and prosperous future in real estate development.*

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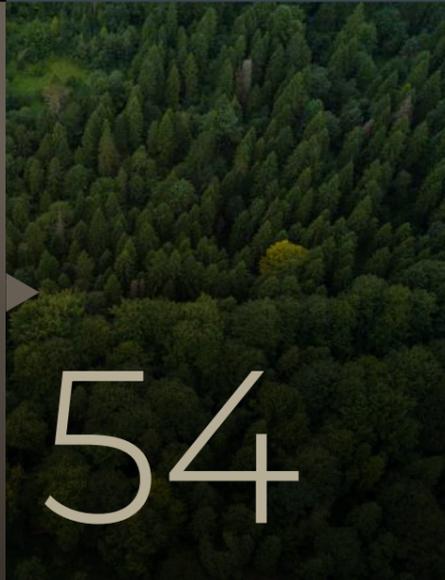


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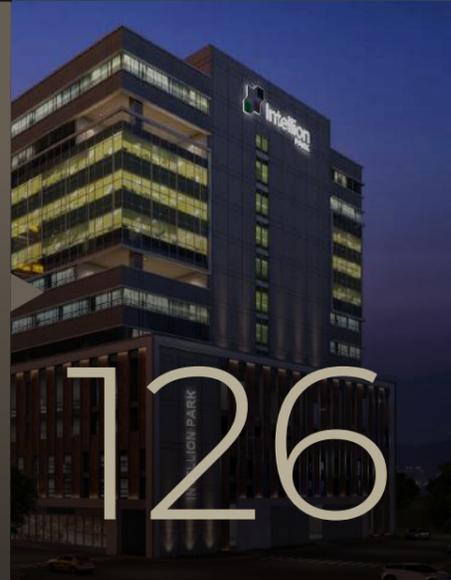
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# ABOUT THE REPORT

The Annual ESG Report FY 2023-24 by Tata Realty and Infrastructure (TRIL) exemplifies our steadfast commitment to transparent stakeholder communication. We place a strong emphasis on conducting our business in a transparent manner and take accountability for showcasing our sustainability achievements, key milestones, and the strategies we employ to recognize and address both positive and negative environmental, social, and economic impacts stemming from our business activities. These efforts foster trust among all our stakeholders, enabling us to fulfil our purpose of building responsible real estate.

We are proud to present our second ESG (Environmental, Social, and Governance) report. Our strive to build a sustainable business also encompasses our responsibility of reporting our progress and improving our approach towards reporting, we work towards comprehensively disclose on different KPIs and cover all relevant topics and remain committed to further enhancing our disclosure practices in future reports.

## Read our first report here

<https://media.intellion.in/wp-content/uploads/2023/06/ESG-Report-Intellion-Offices-By-TATA-Realty.pdf>



Environment  
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### Reporting Period

This report covers our ESG performance for the period, April 1, 2023, to March 31, 2024.

### Reporting Boundary

This report covers the corporate and regional offices along with portfolio of commercial assets (both operational and under development) owned and managed by Tata Realty and Infrastructure Limited throughout India.

### Standards and Frameworks Alignment

The report is prepared in accordance with GRI (Global Reporting Initiative) standards 2021. Additionally, it emphasizes Tata Realty's alignment with the National Guidelines for Responsible Business Conduct (NGRBC), United Nations Sustainable Development Goals (UNSDGs), and Global Real Estate Sustainability Benchmark (GRESB).



### External Assurance

The data and information disclosed in this ESG Report, and its conformance has been assured by TUV Nord India, in reference with ISAE 3000 (Revised). The assurance statement is on page 142 of the ESG report

### Re-Statement

The changes, if at all, are mentioned on the respective pages as notes.

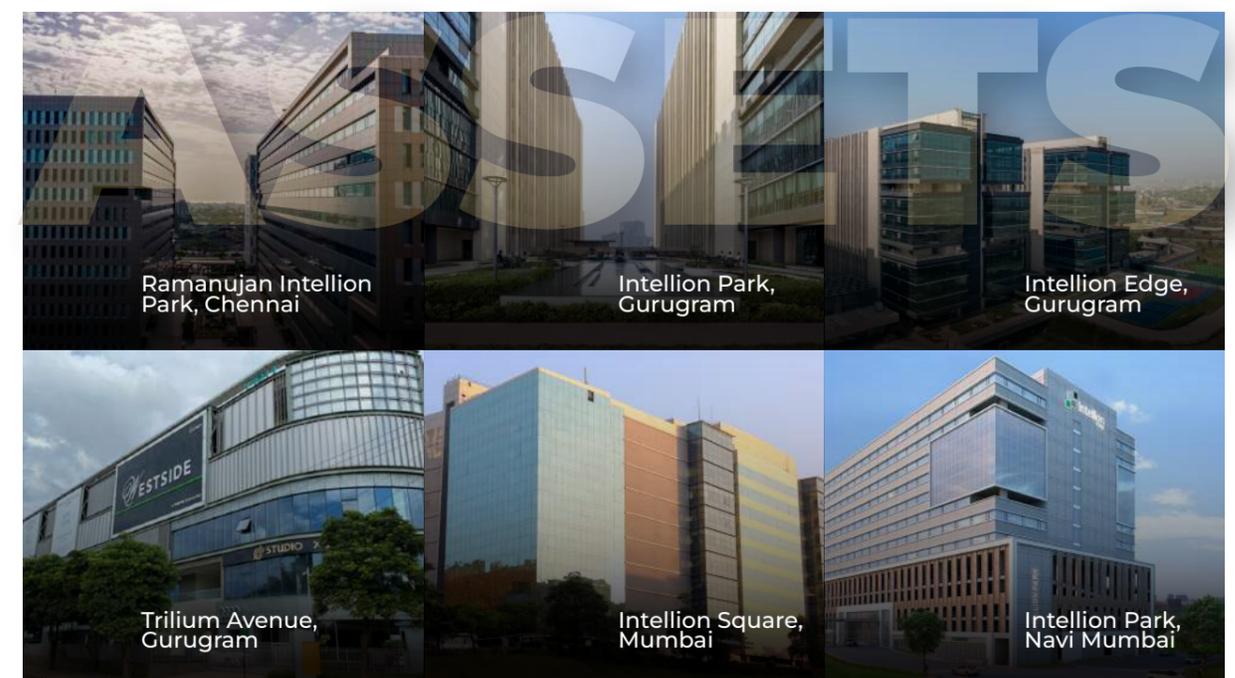
### Forward Looking Statement

The statements in this report regarding our objectives, projections, estimates, and expectations may be considered

'forward-looking statements' made in accordance with relevant laws and regulations. While we have made reasonable assumptions to form these expectations, actual outcomes may differ.

### Feedbacks and Suggestion

We appreciate feedback from all our stakeholders as it helps us strengthen our practices and performance. If you have any feedback, please feel free to reach out to us at [csr@tatarealty.in](mailto:csr@tatarealty.in). Your input is valuable to us, and we look forward to hearing from you. Thank you!



# LEADERSHIP REFLECTIONS

A Message from  
**Our Managing Director  
and Chief Executive Officer**



Aligned with the Tata Group's Project Aalingana, we are making substantial progress towards our Net Zero Goal, with 51% of our electricity needs now met through renewable resources.

**Dear Stakeholders,**

I am both proud and humbled as we present Tata Realty's Annual ESG Report FY 2023-24, which reflects our deep commitment to integrating sustainability into the core of our operations. With commitment to our ethos of "Responsible Real Estate," we continue to innovate in anticipation of the evolving societal and environmental demands. Our efforts are aimed at redefining the future of real estate, making spaces safer, more efficient, and vibrant—places where people work, live, and visit daily.

Our comprehensive non-financial disclosures in this report highlight the extensive progress we have made, particularly in our commercial real estate sector. We manage a extensive portfolio of 7.7 million square feet, including five Grade A spaces, with approximately 16.8 million square feet of projects in development. Despite global economic volatility, we have maintained strong growth, achieving a turnover of INR 678 Cr on a cash basis. Our solid financial foundation and dedication to crafting high-quality, sustainable environments position us well for a strong FY 2025. Our commitment to climate action and resilience is reflected

in our adherence to the highest green building standards—96% of our portfolio has achieved globally recognized green certifications such as LEED Platinum, IGBC, and IFC EDGE. This year's highlight includes achieving WELL designations across our entire portfolio. Notably, Ramanujan Intellion Park in Chennai stands as the first IFC EDGE Zero Carbon Project in India and also is the first in India to receive IWBI WELLv2 Platinum certification for its buildings.

Aligned with the Tata Group's Project Aalingana, we are making substantial progress towards our Net Zero Goal, with 51% of our electricity needs now met through renewable resources. Our proactive climate actions also include robust strategies for water and waste management, using 52% of total water from recycled wate and diverting 100% of waste from landfill. We continue to enhance the biodiversity of our sites through the integration of native landscaping and green spaces, contributing positively to local ecosystems.

Our commitment to a diverse and inclusive workplace is unwavering 18% female workforce. We invest in our employees' growth through

targeted training in ESG principles, fostering a culture where every individual can excel. We promote safety as a priority, with our zero LTIFR and zero fatalities this year underscoring our commitment to creating secure environments for our employees and stakeholders.

Our governance framework is characterized by integrity and transparency, closely aligned with industry-leading practices. It ensures that both employees and stakeholders are well-informed and committed to the Tata Code of Conduct (TCOC). Moreover, it also ensures our business practices not only meet but also set the benchmark for ethical standards and the protection of human rights. This commitment to excellence is reflected in our impressive 91% rating in the Ethics Survey carried out by Tata Sons.

Thank you to all our employees, partners and stakeholders for your engagement and support in our journey toward a sustainable and inclusive future.

Yours sincerely,  
**Sanjay Dutt**  
Managing Director & CEO

## LEADERSHIP REFLECTIONS

### A Message from the Sr. Vice President, Head of Commercial Leasing Asset Management, Sustainability & CSR



Our focus on sustainable sourcing has led to 73.84% of our inputs being procured sustainably, ensuring that our operations reduce their environmental impact while enhancing our buildings' resilience to climate-related risks.

#### Dear Stakeholders,

In today's dynamic market, the integration of sustainability into commercial office spaces is no longer optional but a critical requirement driven by both investors and occupier. As awareness and regulations surrounding sustainability grow, stakeholders increasingly mandate that their real estate investments align with robust environmental standards. This alignment is essential not only to meet regulatory and voluntary benchmarks but also to ensure that assets remain attractive and competitive. At Tata Realty, we are committed to leading this shift, ensuring our assets meet and exceed the evolving sustainability goals of our stakeholders.

Our comprehensive 5R sustainability strategy—Responsible Value Creation, Governance, Resilient Structures, Replenish Nature, Reap Talent, and Respect Lives—anchors our commitment. This strategy is intricately designed to weave environmental stewardship, social responsibility, and governance transparency into the core of our operations, meeting rigorous ESG disclosure standards and stakeholder expectations.

This past year has marked significant progress in our

environmental initiatives which are aligned with Project Aalingana, demonstrating our commitment to combatting climate change and enhancing climate resilience. Achieving 96% certification under USGBC and IGBC for our existing portfolio highlights our dedication to sustainable building practices. Moreover, with nearly half of our energy sourced from renewables, we are on a firm path towards our 60% target. Our focus on sustainable sourcing has led to 73.84% of our inputs being procured sustainably, ensuring that our operations reduce their environmental impact while enhancing our buildings' resilience to climate-related risks.

Our social efforts are designed to significantly enhance stakeholder well-being. All operational assets are either WELL v2 certified or in the process of certification, promoting health and wellness across our communities. Our employees have profoundly embraced our culture of volunteering, with an impressive average of 15.66 hours per person this year, which far exceeds our targets.

Governance remains a cornerstone of our operational ethos. We achieved a 95% completion rate in training

on the Tata Code of Conduct and POSH policies this year, reinforcing our commitment to ethical operations and respect for human rights. Our practices not only meet but often exceed regulatory requirements, ensuring zero incidents of human rights violations and maintaining high levels of trust and transparency with our stakeholders.

As we advance, the insights from our ESG initiatives will continue to inform and improve our integration of sustainable practices across all operations. Tata Realty remains dedicated to maintaining its leadership in sustainable real estate development, fostering environments that thrive economically, socially, and environmentally.

Thank you for your continued support and commitment, which are vital as we strive to set new standards in sustainability and drive meaningful change within the industry.

Yours sincerely,  
**Ritesh Sachdev**  
Sr. Vice President, Head of Commercial Leasing Asset Management, Sustainability & CSR

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# ABOUT TATA REALTY

Tata Realty and Infrastructure Limited (TRIL) was established in March 2007 as the real estate arm of the Tata Group, a conglomerate founded by the visionary Jamsetji Nusserwanji Tata in 1868. Over the years, we have built a credible portfolio of projects across various cities in India. As a 100 percent subsidiary of Tata Sons, we continue to build on the strong foundation and legacy of Tata, adhering to the esteemed principles and values that define our lineage. At TRIL, our commitment to conducting business with integrity and excellence remains at the core of our operations.

“

Keeping with the Tata philosophy of leadership in sectors of national economic significance, Tata Realty and Infrastructure Limited was set up to identify the most promising opportunities for growth in the Indian real estate and infrastructure arena.



## OUR PURPOSE

Responsible  
real estate.



## OUR VISION

Driving future ready  
spaces responsibly.



## OUR MISSION

Create and manage  
smart, secure,  
sustainable, and  
social spaces.



## OUR CORE VALUES

### Unity

Fostering  
strength through  
collaboration and  
shared purpose.

### Integrity

Upholding  
honesty and  
ethical conduct in  
all endeavours.

### Excellence

Commitment  
to achieving  
and maintaining  
the highest  
standards  
of quality.

### Responsibility

Nurturing a  
sense of duty  
towards sustainable  
development and  
societal well-being.

### Understanding

Embracing  
empathy and open  
communication to  
build meaningful  
connections.



# INTELLION

## OUR COMMERCIAL OFFICE SPACES



Intellion, the exclusive office spaces vertical of Tata Realty and Infrastructure Limited, is at the forefront of our commercial endeavours. Intellion specializes in providing exclusive commercial spaces designed to meet the evolving needs of modern businesses. With a relentless commitment to creating world-class office spaces and focusing on value creation for all our stakeholders, Tata Realty and Infrastructure is proud to lead the change in commercial real estate development through Intellion.

Intellion reimagines the workplace by delivering smart, secure, sustainable, and social work environments that cater efficiently to the needs of fast-growing companies and the new-age workforce. Our office spaces are designed to increase efficiency, drive innovation, and prioritize well-being. Strategically located in bustling office markets such as Mumbai, Navi Mumbai, Chennai, and Delhi, our assets are positioned to cater to the diverse needs of businesses seeking prime locations. Within our portfolio, which

boasts four Grade A commercial operational assets, we proudly host over 44 esteemed corporations. These assets not only serve as professional hubs but also offer a range of amenities tailored to meet the specific requirements of our tenants. At Tata Realty, we are dedicated to shaping the future of commercial spaces, fostering a collaborative and progressive environment that goes beyond traditional real estate, and defining a new era of workplace excellence.

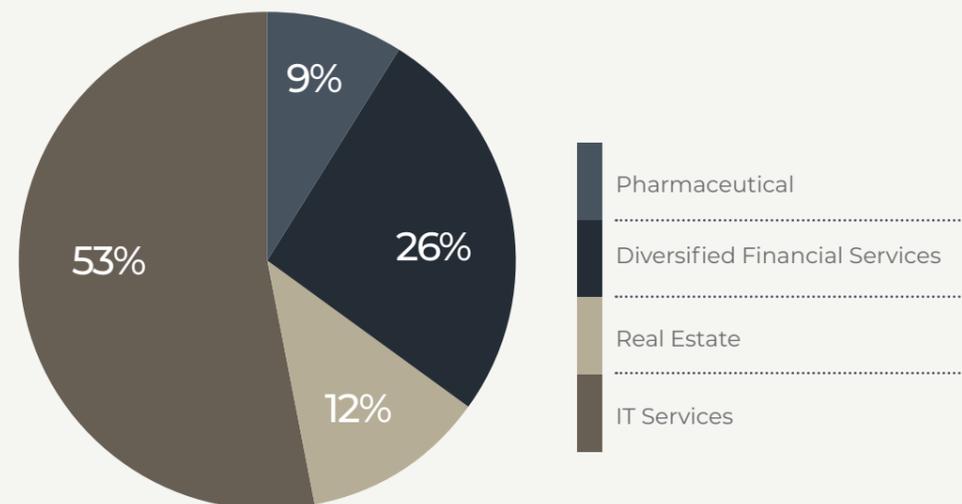
# BUSINESS HIGHLIGHTS FY 2023-24

INR 678 cr Turnover#	INR 556 cr Net Operating Income (NOI)#	INR 88 psf Average Rentals
>60 Marquee Tenants	78% Effective Occupancy	1.8 msf Gross Leasing
24.4 msf Total Portfolio	7.7 msf Completed Area	16.8 msf Under Development Area*

Top 10 Tenants  
Occupy 70% of the total Leased Area

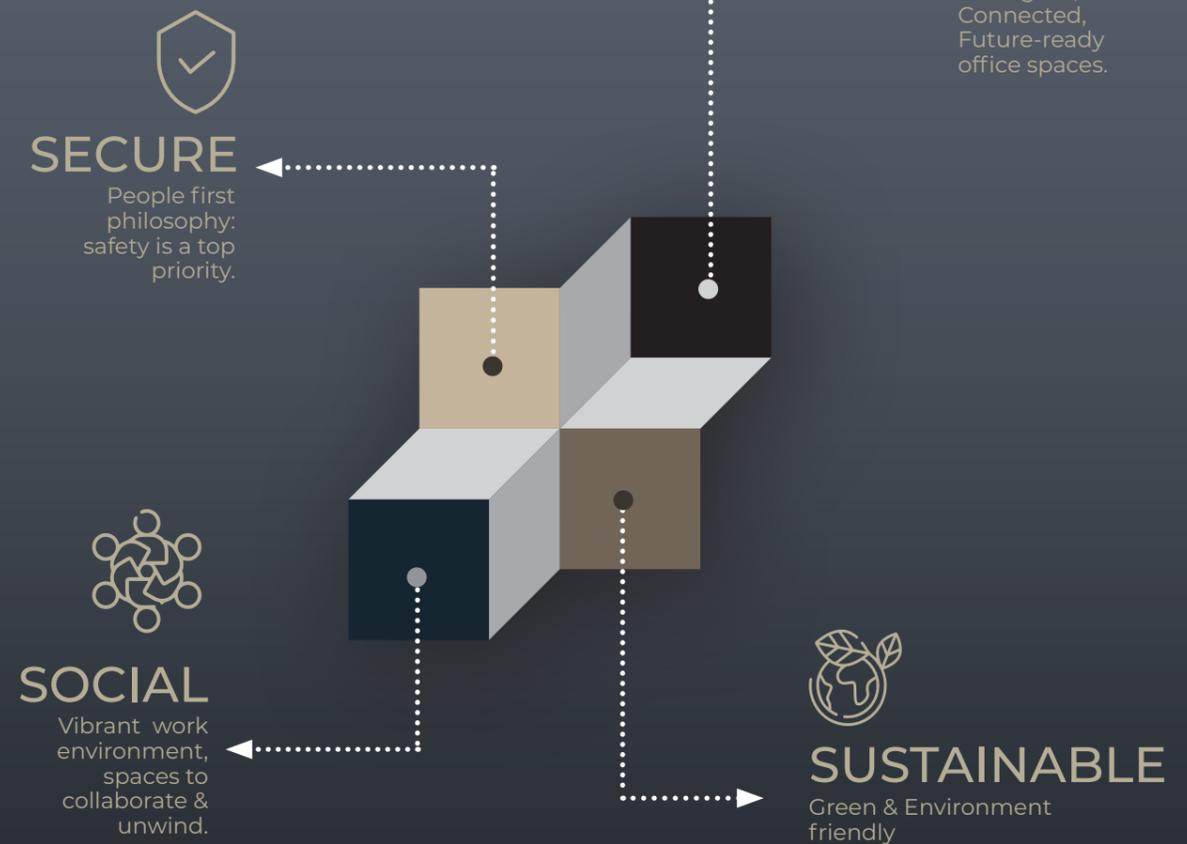
# - Numbers are on Cash Basis \* - Includes potential development in Intellion Park, Gurugram and Intellion Park, Mumbai

## TENANT SECTOR MIX



### OUR DESIGN PHILOSOPHY

# BASED ON OUR 4 PILLARS



# INTELLION PROJECTS AT A GLANCE

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We create office spaces that blend efficiency, innovation, sustainability, and a nurturing environment for well-being. Our designs offer a globally connected workspace where individuals and businesses can thrive. We foster a sense of community, encouraging collaboration and growth among tenants. As we expand nationwide, our focus is on delivering best-in-class commercial spaces.

Tata Realty is headquartered in Mumbai and has regional offices in Bengaluru and Gurugram. Intellion offices have presence in Chennai, Mumbai, Gurugram, Navi Mumbai and Bengaluru, exemplifying our commitment to providing work environments that support productivity, innovation, sustainability, and community.

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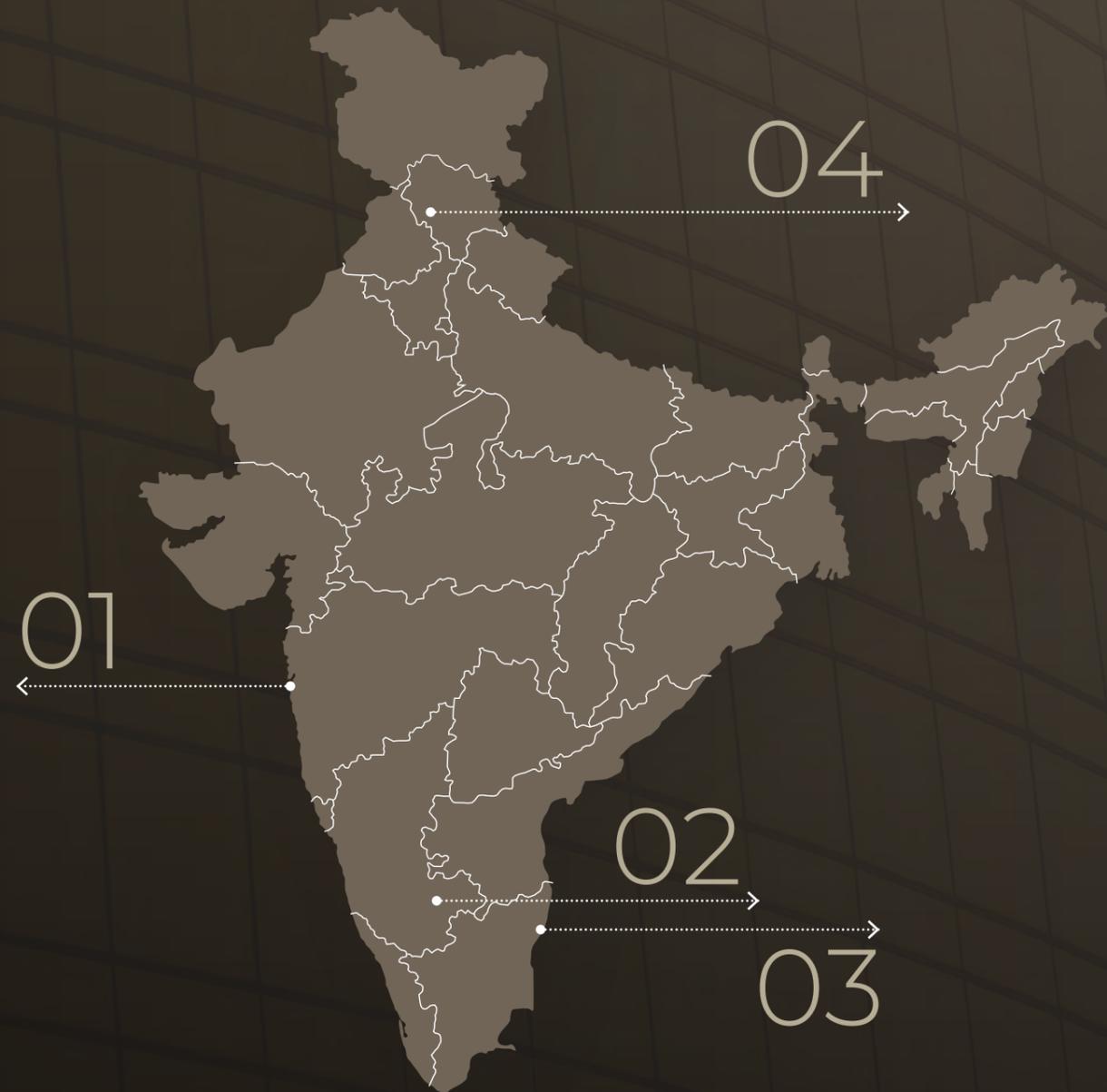


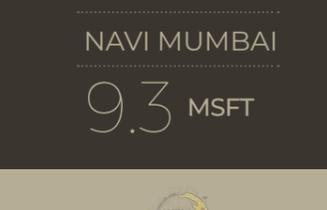
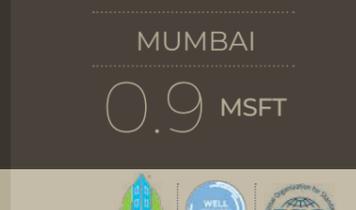
Our designs offer a globally connected workspace where individuals and businesses can thrive.



# INTELLION

## GROWING FOOTPRINT



<p>01 UNDER CONSTRUCTION</p>  <p><b>Intellion PARK</b> NAVI MUMBAI 9.3 MSFT</p>	<p>01 STANDING PROJECT</p>  <p><b>Intellion SQUARE</b> MUMBAI 0.9 MSFT</p>	<p>02 NEW</p>  <p><b>Intellion PARK</b> BENGALURU 4.0 MSFT</p>
<p>04 STANDING PROJECT</p>  <p><b>Intellion PARK</b> GURUGRAM 3.6 MSFT</p>	<p>04 STANDING PROJECT</p>  <p><b>Intellion EDGE</b> GURUGRAM 1.7 MSFT</p>	<p>03 STANDING PROJECT</p>  <p><b>Intellion PARK</b> CHENNAI 4.8 MSFT</p>
<p><b>TATA REALTY</b></p>		<p>04 STANDING PROJECT</p>  <p><b>TRILIUM AVENUE</b> GURUGRAM 0.1 MSFT</p>

# OUR AFFILIATIONS



At Tata Realty, we prioritize adopting best practices and systems, aligning with global goals and adhering to all norms. We are affiliated with various reputable national and international bodies, including regulatory organizations and associations. These affiliations help us drive the transformation of our industry, nation, and global community towards an environmentally and socially conscious future.



## Alliance for an Energy-Efficient Economy (AEEE)

Registered as a Large Member with AEEE, which is one of the leading organizations in India dedicated to advancing energy efficiency through data-driven and evidence-based policies and research.



## APREA

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



Confederation of Indian Industry

## CII

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.



## CORENET Global

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



## CREDAI MCHI

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



## FICCI

A non-governmental trade association and advocacy group.



## GRESB

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



## GRI Club

A networking platform of 11,300+ C-Level executives from the real estate and infrastructure sectors drawn from 100+ countries.



## ICC

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



## IFC EDGE

EDGE is a green building certification system focused on making buildings more resource-efficient funded by IFC.



## International Well Building Institute

An evidence-based roadmap for applying WELL Building Standards.



## ISO

The international organisation for Standardization, publishes the guidelines and standards widely followed by the global entities serve to make life easier, safer, and better.



## LEED Membership

LEED (Leadership in Energy and Environmental Design) is the world's most widely used green building rating system. LEED certification provides a framework for healthy, highly efficient, and cost-saving green buildings, which offer ESG benefits. We have a LEED silver membership.



## NAREDCO

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



## RICS

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



## URBAN LAND

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

# AWARDS AND RECOGNITION

Our efforts and milestones have been recognized through numerous awards and honours. These accolades celebrate our achievements in industry-specific recognitions to prestigious honours for our contributions to environmental stewardship and to create a positive impact on the community. They motivate us to continually strive for higher standards and inspire us to make meaningful contributions.

<p><b>TATA VOLCON Volunteering Awards - 2024</b> Highest Total Volunteering Hours in FY 2023 (Small Category)</p>	<p><b>TATA VOLCON Volunteering Awards - 2024</b> Highest Per Capita Volunteering Hours in FY 2023 (Small Category)</p>	<p><b>TATA VOLCON Volunteering Awards - 2024</b> Highest Total Volunteering Hours during Tata Volunteering Week 19 (Small Category)</p>	<p><b>Chennai Corporation Highest Property Tax Assessee of the greater Chennai city - 2021</b> Ramanujan Intellion Park, Chennai (Small Category)</p>	<p><b>Winner - MY IDEA - Innovation Champ</b> Ramanujan Intellion Park, Chennai</p>	<p><b>CBRE Winner - MY IDEA - Innovation Championship - 2020</b> Ramanujan Intellion Park, Chennai Week 19 (Small Category)</p>
<p><b>TATA VOLCON Volunteering Awards - 2024</b> Highest Total Volunteering Hours during Tata Volunteering Week 18 (Small Category)</p>	<p><b>2023 International Property</b> Best sustainable commercial development India Ramanujan Intellion Park, Chennai</p>	<p><b>UNDP Mahatma Award for Biodiversity - 2023</b> Award for sustainable approaches to biodiversity focusing on self-sustaining model</p>	<p><b>CII Award for Employee Health and Safety amongst any IT Park in India - 2020</b> Intellion Park Chennai Week 18 (Small Category)</p>	<p><b>Best Architecture Project in India - 2020</b> Intellion Park Chennai Chennai</p>	<p><b>Best Commercial Property in Chennai - 2020</b> Intellion Park Chennai</p>
<p><b>National Safety Council of India Safety Awards - 2023 (Construction)</b> IMCC, Navi Mumbai</p>	<p><b>Asia Pacific Property Awards Development - 2023</b> Best sustainable commercial development India</p>	<p><b>World CX Awards 2022 by Trescon Global</b> Top 100 CX Organization Organizations driving customer success</p>	<p><b>Financial Times UK Award for the World's Best Amenities Provider in IT SEZ - 2019</b> Intellion Park Chennai</p>	<p><b>Guinness Record for the world's largest gathering on Energy Efficiency - 2018</b> Intellion Park Chennai development India</p>	<p><b>World Leadership Award Business Leader of the Year</b> Brand excellence in real estate</p>
<p><b>Commercial Project of the Year, Realty+ Conclave: Excellence Awards (North) - 2022</b> Intellion Edge, Gurugram</p>	<p><b>IT Park Project of the Year, Realty+ Conclave: Excellence Awards (North) - 2022</b> Intellion Park, Gurugram</p>	<p><b>Most Environment-friendly Commercial/Office, Realty+ Conclave - 2022</b> Intellion Park, Gurugram</p>	<p><b>World Leadership Award Business Leader of the Year</b> Innovative launch campaign of the year happy place called homes</p>	<p><b>ICICI Lombard &amp; CNBC TV18 India Risk Management Awards</b> Masters of risk private sector real estate</p>	<p><b>TATA Sustainability Group</b> Best collaboration award amongst TATA group companies</p>
<p><b>CIO 100 Award 2021 by Enterprise IT World</b> Successful implementations ASIA region</p>	<p><b>IDG CIO100 Awards - 2021</b> The futuristic 100 - Organizations driving digital transformation</p>	<p><b>Realty+ IT Park Project of the year - 2021</b> Intellion Park, Gurugram</p>	<p><b>TATA Sustainability Group</b> Highest Total Volunteering Hours (Small Category)</p>	<p><b>Greentech Award</b> Responsible, innovative practices and initiatives towards achieving sustainable goals</p>	<p><b>Asia Business Outlook</b> A non-governmental trade association and advocacy group</p>
<p><b>Realty+ Most Environment-friendly commercial/office space - 2021</b> Intellion Park, Gurugram</p>	<p><b>Realty+ Commercial Developer of the year - 2021</b> Tata Realty and Infrastructure Ltd</p>	<p><b>MEPZ Chennai Export Excellence Award - 2021</b> Ramanujan Intellion Park, Chennai</p>	<p><b>ICC National Health &amp; Safety Award</b> Promotion of effective organizational occupational Health and Safety system</p>		



# 02

## FOSTERING ESG EXCELLENCE

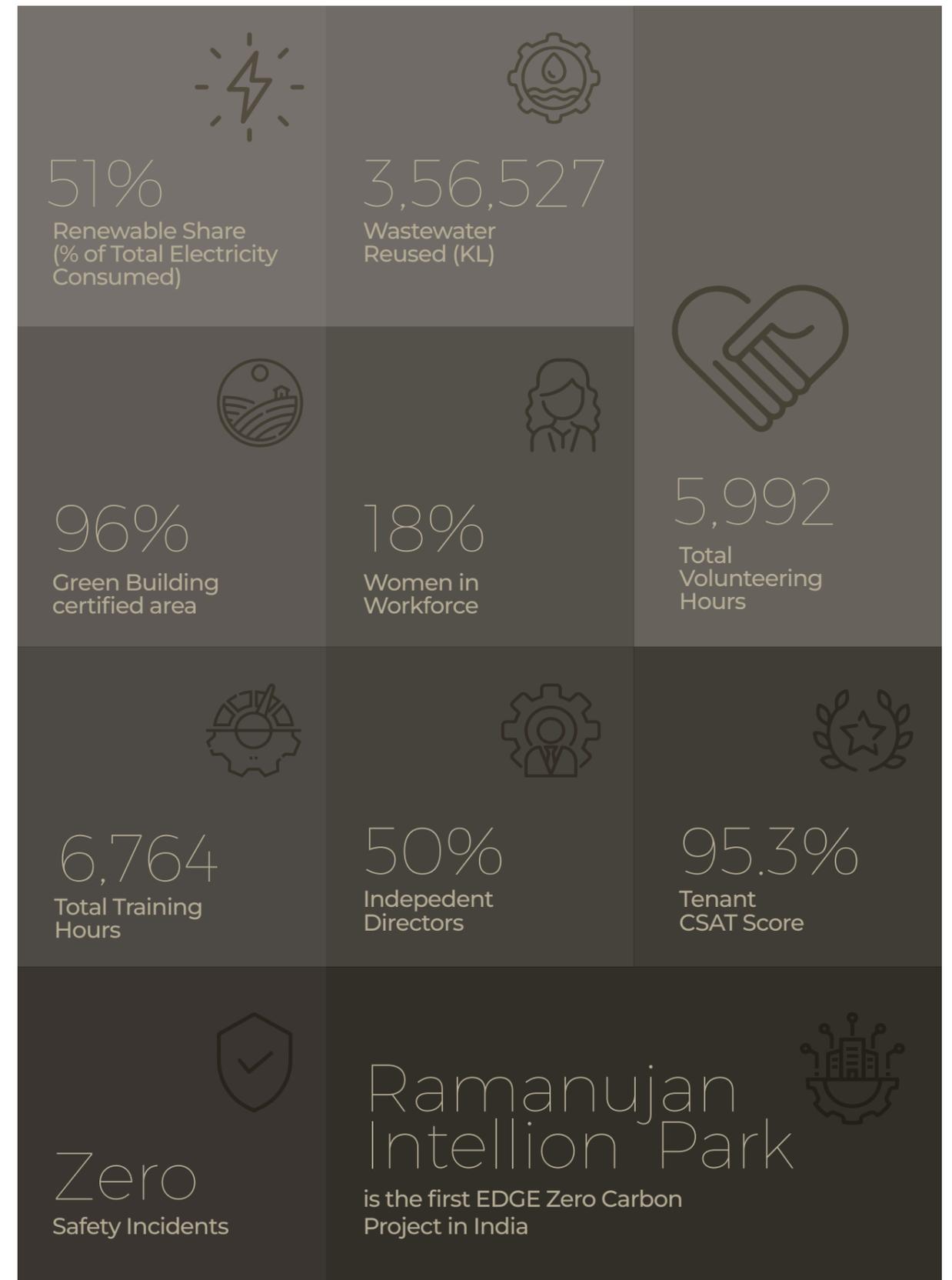
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# FOSTERING ESG EXCELLENCE



At Tata Realty, we are driving sustainability growth by implementing a comprehensive ESG strategy that aligns our operations with our core values and the expectations of our stakeholders. This proactive approach serves as our roadmap, directing our actions and decisions to generate value for all stakeholders while minimizing our environmental impact. By embedding sustainability into our core business practices, we aim to create shared value for our company, our stakeholders, and the global community.

## ESG HIGHLIGHTS



# TATA GROUP SUSTAINABILITY APPROACH



Inspired by the Tata Group's enduring commitment to sustainability, our ESG Strategy at Tata Realty mirrors the Tata Sustainability Policy, which articulates a commitment to creating lasting stakeholder value by seamlessly integrating economic, environmental, and social considerations. This policy serves as a guiding beacon for Tata companies, fostering a culture where sustainability principles infuse every aspect of decision-making and operational processes.

## PROJECT AALINGANA EMBRACING SUSTAINABILITY



Aalingana, 'embrace' in Sanskrit, embodies the Tata group's vision for a greener, cleaner, more sustainable and equitable future for the planet. It outlines the Tata approach to planet resilience, the group's aspiration of net zero by 2045 and the vision of securing the future by innovating today. It commits to embedding sustainability into business strategy by focusing on three interconnected pillars:

driving the decarbonisation of our businesses and value chain; applying a systemic, circular economy approach to reduce resource use and waste; and preserving and restoring the natural environment. Aalingana reflects the group's ambition to strive to be a leader in developing and scaling new technologies and solutions that are needed to drive a green transition, by leveraging group

synergies to help companies achieve sustainability targets. As a 'One Tata' platform, Aalingana enables Tata companies to maximise their impact on markets, communities and the value-chain. It also stays true to the social and environmental responsibility embedded in the group by the Founder himself.

### Aalingana commits to embedding sustainability into business strategy by focusing on three interconnected pillars



#### DRIVING NET-ZERO

Driving the decarbonisation of our business and Value Chain



#### PIONEERING CIRCULAR ECONOMICS

Applying a systemic, circular economy approach to reduce resource use and Waste



#### PRESERVING NATURE & BIODIVERSITY

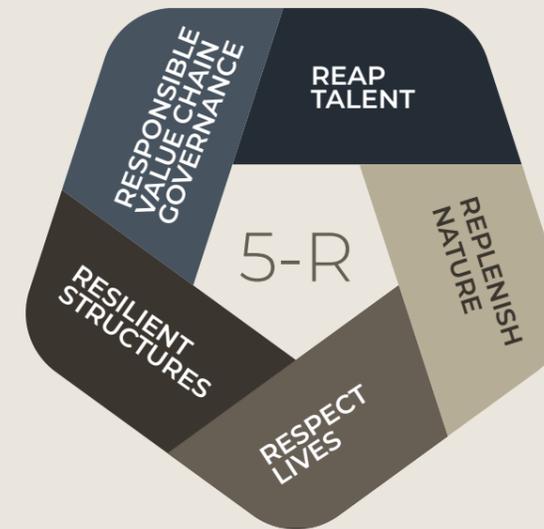
One set of rights cannot be enjoyed fully without the other and the denial of one right invariably impedes enjoyment of other rights

# OUR ESG STRATEGY

Tata Realty's ESG Framework for Responsible Real Estate is centered on achieving business objectives while prioritizing environmental stewardship and stakeholder well-being. This purpose-driven leadership approach is underpinned by responsible action and sustainable building practices, embodied in our 5R sustainability strategy: Responsible value creation governance, Resilient structures, Replenish nature, Reap talent, and Respect lives.

These pillars provide the foundation upon which we build our initiatives, investments, and partnerships, ensuring that our actions align with our overarching goals. Furthermore, we have identified thirteen key focus areas within these pillars, guiding our efforts to address pressing environmental, social, and governance challenges.

## Our 5-R Responsible Real Estate ESG Strategy



### RESPONSIBLE VALUE CHAIN GOVERNANCE

- Supply Chain Management
- Tenant Engagement
- Community Development



### RESILIENT STRUCTURES

- Climate Change
- Green Building



### REAP TALENT

- Training and Development
- Diversity, Equity and Inclusion



### REPLENISH NATURE

- Water Positive Assets
- Biodiversity
- Zero Waste to Landfill



### RESPECT LIVES

- Health and Safety Management
- Human Rights
- Corporate Social Responsibility

### Responsible Real Estate Leading the Change with a Purpose

By integrating sustainability into our core business practices, we strive to create shared value for our company, our stakeholders, and the world at large.

By integrating the pillars of Project Aalingna into our Responsible Real Estate framework, we are committed to minimizing our dependence on fossil fuels and pioneering innovative waste management solutions.

Our pledge to excellence transcends mere regulatory compliance, fostering an

ecosystem where every interaction—be it with employees, clients, or partners contributes to sustainable value creation. Through this holistic approach, we aim to uphold the trust bestowed upon us by our stakeholders and drive positive environmental and societal impacts across our operational spheres.

# ELEMENTS OF 5-R



## RESILIENT STRUCTURES

Embracing sustainable construction practices, Tata Realty integrates climate-conscious design elements into its buildings, enhancing durability while minimizing environmental impact. Through innovative approaches and advanced engineering solutions, Tata Realty creates spaces that not only endure the test of time but also nurture a sense of well-being for occupants.



## REPLENISH NATURE

Through innovative strategies and mindful practices, we strive to restore and preserve natural ecosystems. Prioritizing water conservation initiatives and implementing biodiversity enhancement measures, we ensure a harmonious coexistence between our developments and the surrounding environment. Additionally, our dedication to waste reduction and responsible disposal methods minimizes our ecological footprint.



## RESPECT LIVES

At our organization, we prioritize the health and safety of all individuals involved in our operations, implementing stringent management practices to ensure their well-being. Additionally, we uphold human rights, promoting a workplace culture that values fairness and freedom of expression. Furthermore, we actively engage with communities, understanding their needs and providing support to enhance their well-being.



## REAP TALENT

We value talent acquisition, offering comprehensive training and development programs to harness the potential of our workforce. We believe in creating an inclusive environment where individuals from diverse backgrounds can thrive and contribute their unique perspectives. Through ongoing learning initiatives and mentorship opportunities, we empower our employees to grow professionally and personally. Talent management helps us build a dynamic and inclusive team capable of driving innovation and achieving excellence at our company.



## RESPONSIBLE VALUE CHAIN GOVERNANCE

Meticulously managing our supply chain, we maintain rigorous standards to promote ethical sourcing and sustainability. Engaging with tenants, we seek to build strong relationships and address their needs proactively. Additionally, we are committed to community development to benefit the areas where we operate. Our responsible value chain governance is guided on the principles of ethical value chain practices for our partners and creating positive impact on our communities.

# ESG GOALS AND TARGETS 2025

	Goals and Targets for 2025	FY 24 Progress
<b>ENVIRONMENT</b>	Green Certifications – all new and existing commercial assets would be certified by green body certification bodies like USGBC, IGBC, or IFC-EDGE	96% of existing portfolio is certified by USGBC/IGBC. All new projects are registering with USGBC/IGBC and WELL
	Over 60% of energy usage to be through Renewable Sources	Over 49% of energy usage is sourced through renewable energy sources
	Over 60% of operational portfolio to be Zero Carbon	67% of portfolio is IFC-EDGE Zero Carbon Certified
<b>SOCIAL</b>	All operational and upcoming projects to be under WELL v2 ratings/certifications	All operational projects are WELL certified/have WELL ratings or have applied for WELL v2 certifications/ratings
	Promote a culture of volunteering and ensure all employees volunteer at least 8 hours per annum for CSR activities	Volunteering hours per employee: 15.66 hours
<b>GOVERNANCE</b>	Zero complaints related to Human Rights issues	Zero complaints received on Human Rights issues
	100% of employees to be trained for the Tata Code of Conduct and POSH policies annually	95% of all employees trained annually

# STAKEHOLDER ENGAGEMENT

Stakeholder engagement is essential for our organizational success and sustainability. It builds trust and collaboration, incorporates diverse perspectives into decision-making, and identifies risks and opportunities. Engaging stakeholders enhances transparency, accountability, and alignment with societal expectations, leading to innovation and long-term resilience. At Tata Realty, we engage stakeholders through a structured, proactive approach. We identify key stakeholders and establish regular communication channels such as surveys and meetings to gather feedback and address concerns. We ensure transparency by sharing updates on our initiatives and nurture partnerships to achieve common goals. Integrating stakeholder insights enhances our decision-making and commitment to sustainability.

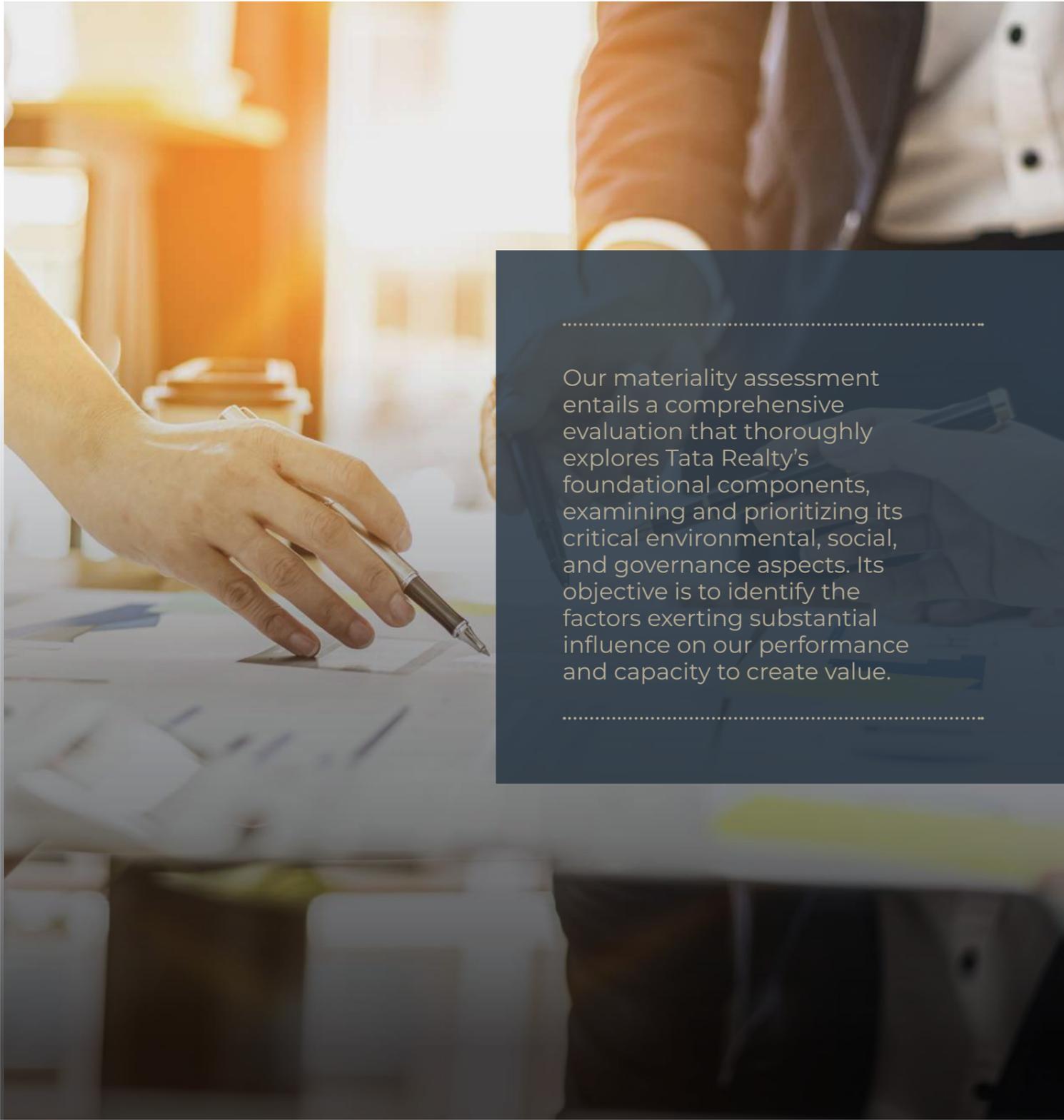
### Key Stakeholders:

Investors | Employees | Tenants/ Customers | Suppliers | Local Communities | Media

Stakeholder Group	Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Investors	Empowering our journey and being cornerstone to our progress, our retail and institutional equity investors provide the capital necessary for business expansion and goal attainment.	Secure avenue for consistent growth	<b>Regular</b> Investor meets <b>Quarterly</b> Statutory announcements <b>Annual</b> Financial results Annual General Meeting (AGM)	<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> <li>Brand management</li> </ul>	<ul style="list-style-type: none"> <li>Improved return on investment</li> <li>Effective risk management</li> <li>Transparent reporting</li> <li>Upholding integrity in business practices</li> </ul>
Employees	Employees are the heart of our organization, embodying its mission and driving towards shared objectives. Their dedication and expertise are indispensable for achieving lasting success.	Providing an environment conducive in facilitating growth opportunities in both their individual development and career advancement	<b>Regular</b> Townhalls <b>Quarterly</b> Newsletters <b>Annual</b> Project reviews Tata group initiatives Rewards and recognition	<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 &amp; inclusivity</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced career development opportunities</li> <li>Equitable and timely compensation</li> <li>Employee health &amp; safety and wellbeing</li> <li>Greater job satisfaction and productivity</li> </ul>
Tenants / Customers	Tenants and Customers are the driving force behind our organization, influencing our growth, revenue, and reputation through their satisfaction and loyalty.	Exceeding Tenants and customers' expectations through superior service and enhance workspace offerings in prime locations	<b>Regular</b> Sponsored events Mailers Newsletters Brochures Brand campaigns Sales pitches Customer visits Webinars Websites and social media Tenants and Customer satisfaction surveys	<ul style="list-style-type: none"> <li>Sustainable buildings</li> <li>Emissions and energy management</li> <li>Statutory compliance</li> <li>Risk management</li> <li>Tenant/ Customer engagement</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced satisfaction, driving loyalty and advocacy</li> <li>Sustainable/ Green Buildings</li> <li>Resource management</li> <li>Regulatory compliance</li> <li>Effective risk management</li> </ul>

# MATERIALITY ASSESSMENT

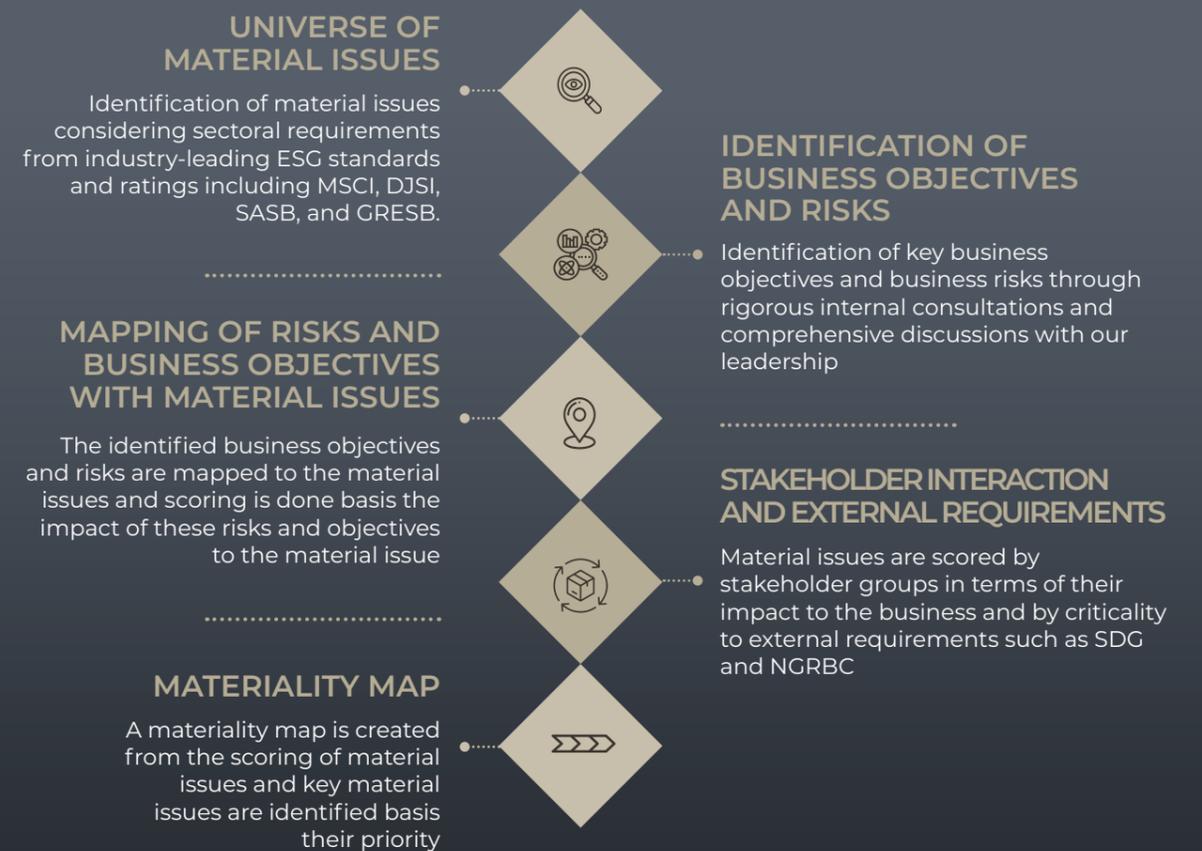
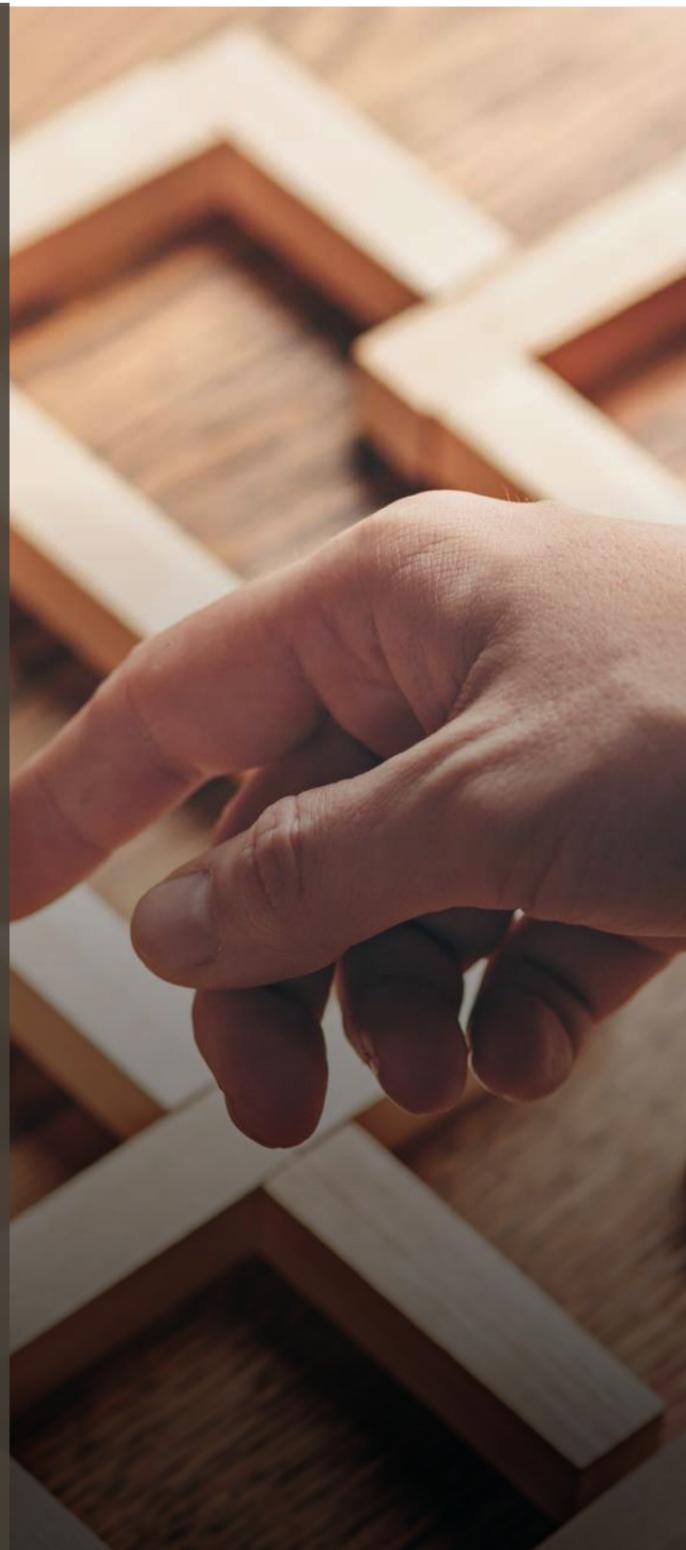
Stakeholder Group	Importance to Tata Realty	Stakeholder Expectations from Tata Realty	Engagement Channels and Frequency	Relevant Material Topics	Value Created
Local Communities	Local communities grant our organization a social license to operate, fostering trust, collaboration, and shared prosperity essential for sustainable business practices and positive societal impact	Strengthened social bonds, improved quality of life, and sustainable development through active involvement and strategic investment in community initiatives	<b>Regular</b> Community meetings CSR initiatives Procurement opportunities and contracts	<ul style="list-style-type: none"> <li>Local community development</li> <li>Social impact assessment</li> <li>Waste management</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing prosperity through economic development</li> <li>Job creation</li> <li>Social investment for community development, education, and healthcare</li> <li>Environmental conservation</li> </ul>
Suppliers & Vendors	Suppliers and vendors are essential partners, providing vital resources and expertise crucial for our operations, fostering mutual success and sustainable growth.	Fostering mutually beneficial relationships, leading to strengthened partnerships	<b>Regular</b> Contracts Review meetings <b>Annual</b> Tata Code of Conduct and policy training. Suppliers and Vendor evaluations.	<ul style="list-style-type: none"> <li>Business ethics</li> <li>Human rights, health, and safety</li> <li>Responsible supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Equitable and transparent transactions</li> <li>Timely payments</li> <li>Providing opportunities for growth and collaboration</li> <li>Skill development and resource optimization</li> </ul>
Media	Media serves as a powerful platform for sharing our goals, progress, and achievements, boosting brand visibility, and establishing credibility through widespread distribution and trusted reporting.	Opening avenues for business growth and long-term viability, establishing as preferred communication allies, broadening audience reach	<b>When required</b> Press releases One-on-one interviews <b>Quarterly</b> Investor conferences <b>Annual</b> AGM Website	<ul style="list-style-type: none"> <li>Brand management</li> <li>Statutory compliance</li> <li>Accountability and transparency</li> </ul>	<ul style="list-style-type: none"> <li>Providing timely and relevant information</li> <li>Offering exclusive insights or content</li> </ul>



Our materiality assessment entails a comprehensive evaluation that thoroughly explores Tata Realty's foundational components, examining and prioritizing its critical environmental, social, and governance aspects. Its objective is to identify the factors exerting substantial influence on our performance and capacity to create value.

# OUR STRATEGIC MATERIALITY APPROACH

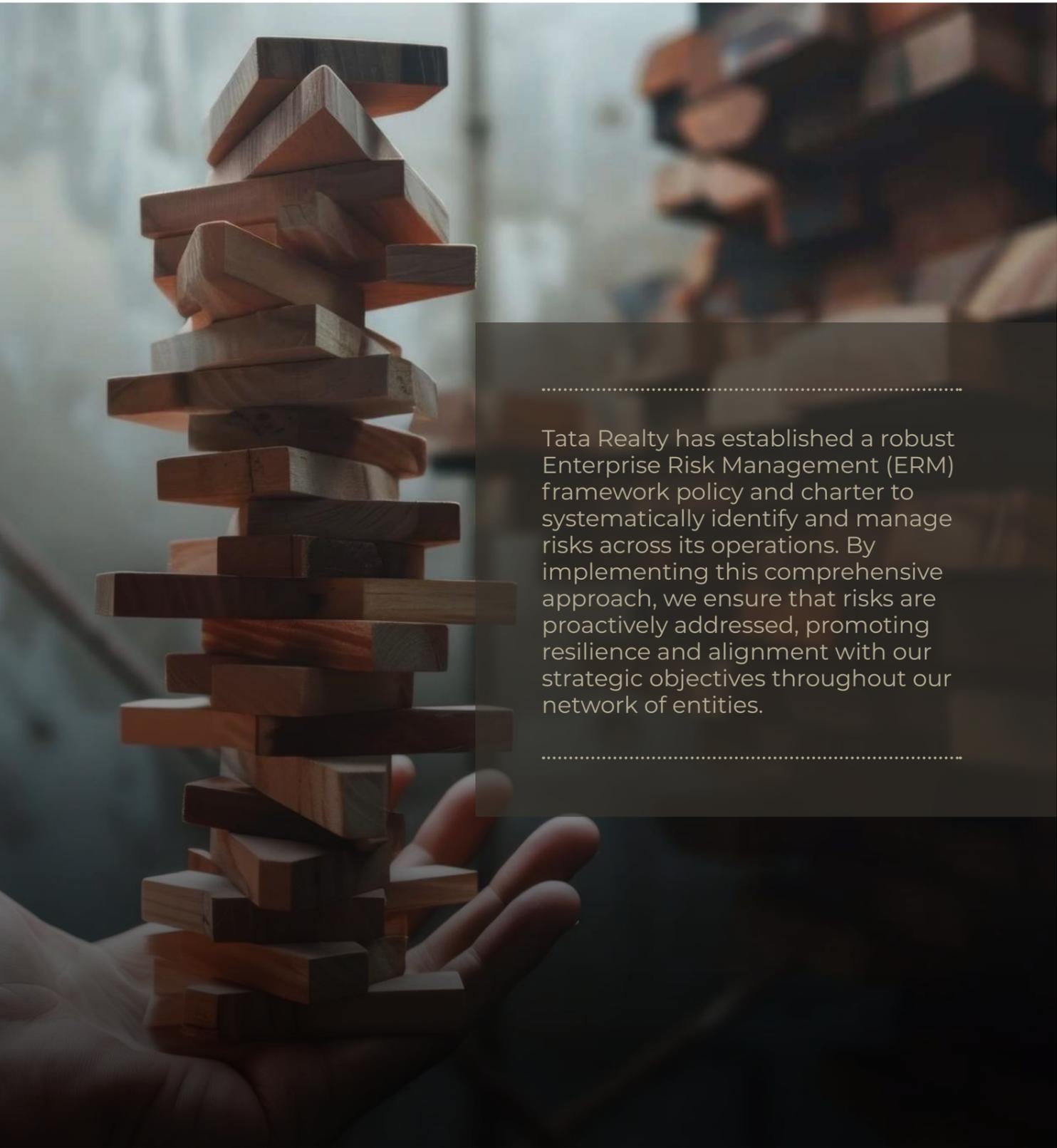
Tata Realty recognizes the pivotal role of materiality assessments in comprehending crucial business issues and stakeholder concerns. Prioritizing these matters facilitates adaptability to industry shifts, seizing opportunities, and managing risks effectively. This process is instrumental in identifying and addressing sustainability challenges. It involves defining material issues based on sector specific ESG standards and insights from industry peers, with input from internal stakeholders guiding prioritization.



## MAPPING BUSINESS IMPACT WITH MATERIAL ISSUES

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate Change Adaption	Stakeholder Engagement	Corporate Governance
Emissions and Energy Management	Employee Development	Technology and Innovation
Water Management	Health & Safety	Brand Management
Waste Management	Diversity and Inclusion	Business Ethics
Biodiversity	Responsible Supply Chain	Accountability and Transparency
Sustainable Buildings	Tenant and Customer Engagement	Risk Management
	Local Community Development	Statutory Compliance
	Social Impact Assessment	

# RISK MANAGEMENT



Tata Realty has established a robust Enterprise Risk Management (ERM) framework policy and charter to systematically identify and manage risks across its operations. By implementing this comprehensive approach, we ensure that risks are proactively addressed, promoting resilience and alignment with our strategic objectives throughout our network of entities.

## RISK MANAGEMENT FRAMEWORK

Our risk management framework, in compliance with the ISO 31000 standard, embodies our commitment to effectively identify, assess, monitor, and manage risks across Tata Realty. This framework has been meticulously developed and endorsed by our Risk Management Committee (RMC) and Risk Management Steering Committee (RMSC), ensuring alignment with international best practices and internal governance standards.

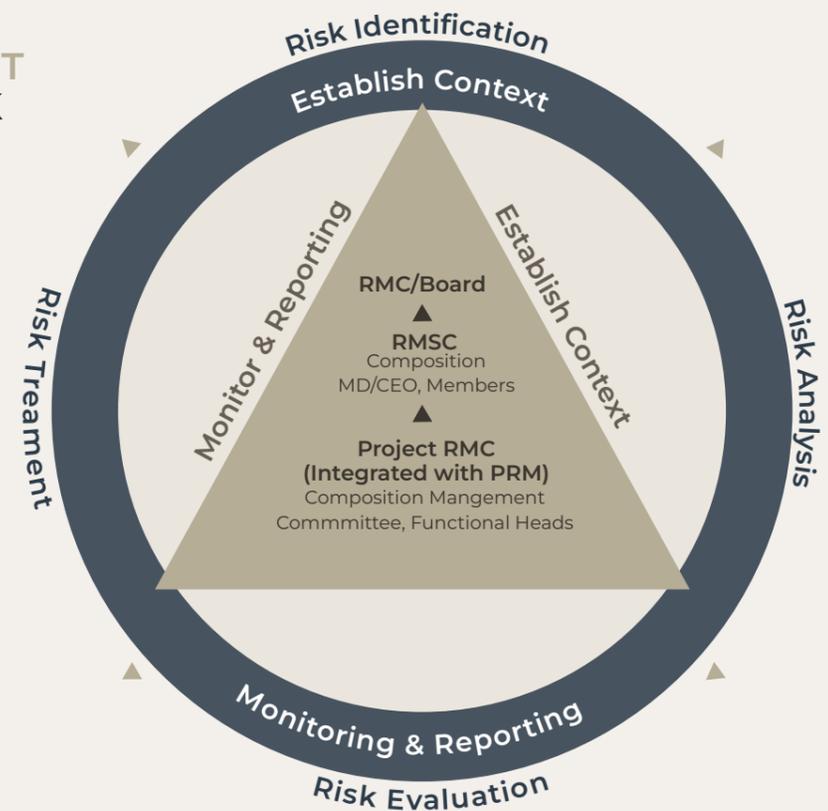
**The framework operates across three defined levels to facilitate comprehensive risk oversight:**

1. **Project & Functional Risk Review:** High and critical risks are systematically integrated into monthly Project Review Meetings (PRMs) where project and functional performances are evaluated against established risk thresholds.
2. **Risk Management Steering Committee (RMSC):** The RMSC convenes regularly to

oversee the identification and management of high or critical risk within functions and projects. Key strategic enterprise risks are deliberated on a half yearly basis to inform decision-making.

3. **Risk Management Committee (RMC)/Board:** The RMC and Board conducts semi-annual reviews focusing on the top five organizational risks, ensuring that risk mitigation strategies align with broader organizational objectives.

## TRIL RISK MANAGEMENT FRAMEWORK



## STRATEGIC RISK MANAGEMENT PROCESS

At Tata Realty, our commitment to effective risk management is evident in our proactive approach. We prioritize regular review and updates to our risk management policies and systems to ensure they remain robust and aligned with evolving business landscapes. Regular risk assessments allow us to identify and prioritize emerging threats, while robust incident

response protocols ensure swift and effective mitigation. Furthermore, we engage stakeholders at all levels to gather insights and perspectives, enriching our risk management strategies. Employee training is a fundamental to our approach, empowering our workforce with the competencies needed to identify, assess, and mitigate risks effectively. Moreover,

we uphold strict adherence to applicable standards and procedures, maintaining compliance at every level of our operations. Through these collaborative efforts and a dedication to continuous improvement, we fortify our resilience and uphold the trust of our stakeholders.

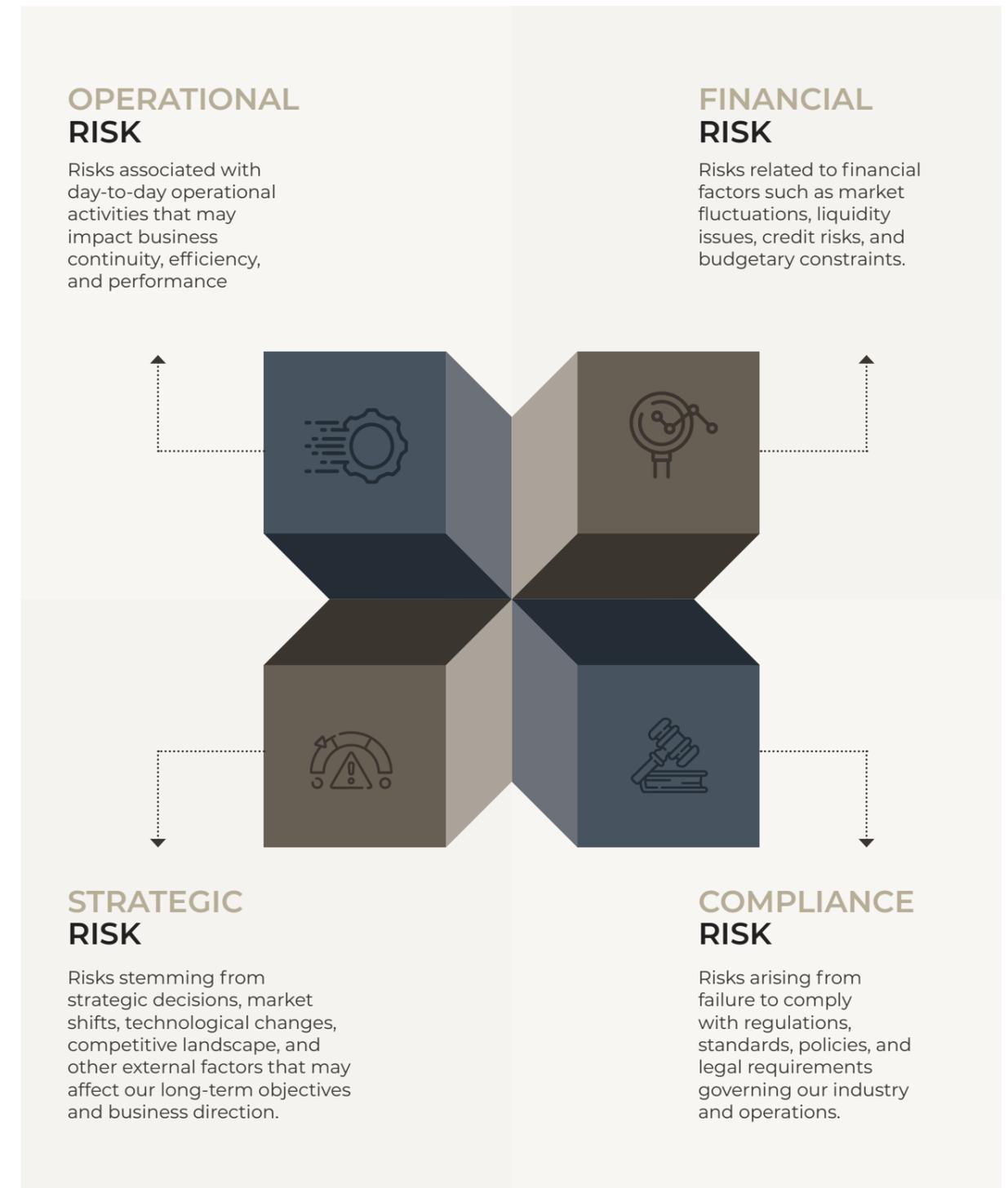


Frequency of risk assessment	Conducted by	Reported to	Risk type
Monthly	Project RMC	Project/Operations Head	All Tactical and Operational
As per criticality	Project/Operations Head	Apex RMSC	High/Critical, Tactical and Operational
Half-yearly	Head Risk/ Risk Owner	Apex RMSC	Strategic and other High/Critical risks
Half-yearly	Head Risk	RMC	Strategic and other High/Critical risks

**Tactical:** Risks related to short-term actions and decisions that affect immediate operations.  
**Operational:** Risks arising from day-to-day business activities, including processes, systems, and people.  
**Strategic:** Risks that affect the long-term goals and overall direction of an organization.  
**Critical:** Risks that pose severe threats to essential operations or key objectives, requiring immediate attention.  
**High:** Risks with a high likelihood of occurrence and/or significant impact on the organization, necessitating prompt mitigation.

## RISK CATEGORIES

We have categorized our identified risks into four key categories:



# RISK MATRIX

## OPERATIONAL RISKS

Risk	Potential Impact	Mitigation Plan
<b>Operational 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>Design and implement an Emergency Planning and Response Plan (EPRP).</li> <li>Conduct regular training and drills.</li> <li>Ensure availability of fire extinguishers and PPE.</li> <li>Enhance site surveillance and staff security and support personnel.</li> <li>Establish Occupational Health Centres with medical staff and ambulance access.</li> <li>Maintain comprehensive incident records for management reporting.</li> <li>Periodic Awareness Campaigns.</li> </ul>
<b>Climate Risk (Physical)</b>	<ul style="list-style-type: none"> <li>Increased business disruption across operations and supply chains due to natural disasters</li> <li>Flood</li> <li>Acute and chronic water shortage</li> <li>Loss of top layer of soil due to excavation</li> <li>Air and Water Pollution</li> <li>Reduction in vegetation cover by conversion of agriculture land</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> <li>Innovation to move towards net zero buildings and enhance energy productivity in product.</li> <li>Provision of smart technologies for assets to monitor consumer behavior.</li> </ul>
<b>Workforce Management</b>	Delays and disruption in construction due to labour shortages.	<ul style="list-style-type: none"> <li>Provide on-site accommodation and necessary utilities to workers.</li> <li>Encourage workers' participation from the local community to reduce reliance on distant or external labour sources.</li> </ul>

Risk	Potential Impact	Mitigation Plan
<b>Marketing, Sales and Customer Satisfaction</b>	<ul style="list-style-type: none"> <li>Unsold inventory resulting in low economic performance.</li> <li>Inadequate / Incorrect market intelligence leading to erroneous assumptions</li> <li>Changing customer preferences</li> <li>No online presence / no brand visibility</li> <li>Inadequate marketing of unique / differentiating factors</li> <li>Lower Customer Satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Use digital and social media for customer engagement, product showcasing, and updates.</li> <li>Integrate customer survey insights into marketing and product development.</li> <li>Implement an effective grievance redressal process and ensure a prompt response to enhance customer satisfaction</li> <li>Collaborate with stakeholders and experts to market unique selling points.</li> </ul>
<b>Supply Chain / Procurement</b>	Non-compliance in the supply chain resulting in compromising quality of materials and the workforce.	<ul style="list-style-type: none"> <li>Set pre-selection criteria for contractors, vendors, and consultants to ensure compliance with quality, safety, and ethics standards.</li> <li>Periodically assess vendors' adherence to the Supplier Code of Conduct and ESG policy.</li> <li>Implement corrective actions for non-compliant suppliers to maintain quality standards.</li> </ul>

## FINANCIAL RISK

Risk	Potential Impact	Mitigation Plan
<b>High Debt leading to lower profitability &amp; financial trap</b>	Legacy investments not in line with strategic priorities and market evolution	<ul style="list-style-type: none"> <li>Partially divest projects and sell select land parcels to reduce debt, pending Board approval.</li> <li>Consider Real Estate Investment Trusts (REITs) for added liquidity and debt reduction.</li> <li>Align investments with strategic priorities and market trends to optimize portfolio and financial performance.</li> </ul>
<b>Delay in monetization and liquidation of existing assets.</b>	<ul style="list-style-type: none"> <li>Restriction to raise funds through FDI</li> <li>Revenue loss due to lower sales</li> <li>Misalignment of cash flows and managing funds</li> <li>Managing Debt to Equity Ratio</li> <li>Increasing interest rates</li> </ul>	<ul style="list-style-type: none"> <li>Infusion of equity by Tata Sons to enable further leverage.</li> <li>Balance short-term and long-term debt for optimal capital structure.</li> <li>Document annual pricing changes, ensuring compliance with Delegation of Authority (DOA).</li> <li>Monitor cash flow alignment with company objectives and market scenarios.</li> <li>Explore Private Equity (P/E) infusion to bolster equity.</li> <li>Maintain balanced fixed-rate and floating-rate loans, with prepayment options for managing interest rate risks.</li> </ul>

## COMPLIANCE RISK

Risk	Potential Impact	Mitigation Plan
<b>Policy and Regulations (Transition)</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>Implement Energy Conservation Building Code (ECBC) for residential and commercial sectors to cut carbon footprint and costs.</li> <li>Adhere to green building and sustainability standards to meet regulations.</li> <li>Proactively comply with environmental requirements and shift to cleaner energy sources to mitigate risks.</li> <li>Increase renewable energy use and develop net-zero buildings to align with regulations and reduce carbon impact.</li> </ul>
<b>Statutory Non compliances related to Business &amp; inability to proactively envisage, understand &amp; comply with the regulatory changes.</b>	<ul style="list-style-type: none"> <li>Non-compliance with debt instrument listing guidelines.</li> <li>Failure to anticipate regulatory changes for statutory compliance.</li> <li>Inability to assess impact and legal repercussions of events.</li> </ul>	<ul style="list-style-type: none"> <li>Track funds usage and maintain audit trail for compliance, obtaining end-use certificates promptly.</li> <li>Implement compliance tracker to monitor statutory liabilities payment for the project.</li> <li>Anticipate regulatory changes with inputs from CREDAI, consultants, and authorities.</li> <li>Assess and communicate notice criticality promptly, providing compliance guidance to project teams.</li> </ul>
<b>Litigation due to organization's actions / inactions</b>	<ul style="list-style-type: none"> <li>Inability to review issues on a timely basis and provide legal feedback &amp; guidance</li> <li>Ineffective communication/gaps in escalation matrix resulting in delayed responses</li> </ul>	<ul style="list-style-type: none"> <li>Establish process for timely sharing and escalating site communications to corporate legal team.</li> <li>Utilize in-house legal resources or consultants for issue evaluation and responses.</li> <li>Implement litigation management tools for tracking legal matters efficiently.</li> <li>Conduct internal weekly issue reviews and regular meetings with MD and Management Team for proactive legal risk management.</li> </ul>

## STRATEGIC RISK

Risk	Potential Impact	Mitigation Plan
<b>Market (Transition)</b>	<ul style="list-style-type: none"> <li>Decline in market demand for fossil-intensive products.</li> <li>Rise in demand for energy-efficient, low-carbon products amid low market demand</li> </ul>	<ul style="list-style-type: none"> <li>Innovate towards net-zero buildings and enhance energy productivity in products to align with market demand shifts.</li> <li>Implement smart technologies in assets to monitor consumer behaviour and adapt offerings accordingly to meet evolving market demands.</li> </ul>
<b>Technology (Transition)</b>	<ul style="list-style-type: none"> <li>Resistance to adopting low fossil-intensive construction methods/ technologies impacting future demand.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor new market technologies and invest in R&amp;D for building efficiency improvement.</li> <li>Embrace innovative methods to overcome resistance and promote low-carbon solutions adoption in construction.</li> </ul>
<b>Reputation (Transition)</b>	<ul style="list-style-type: none"> <li>Growing tenant / customer expectations for responsible material consumption during construction, operations, and maintenance (O&amp;M)</li> </ul>	<ul style="list-style-type: none"> <li>Enhance market position with green-certified amenities and sustainable practices.</li> <li>Ensure compliance with marketed green features to meet customer expectations.</li> <li>Prioritize responsible material consumption to meet evolving customer demands.</li> </ul>
<b>Non-execution of strategy</b>	<ul style="list-style-type: none"> <li>Incorrect Annual Business Plan leading to inaccurate estimation of company goals &amp; targets</li> <li>Inability to raise required funds for organizational growth aspirations</li> </ul>	<ul style="list-style-type: none"> <li>Gather departmental inputs for financial models to finalize the Annual Business Plan approved by MD and CFO.</li> <li>Set up strong systems to secure funding from project conception to execution to support organizational growth objectives.</li> </ul>

# 03

## BUILDING GREENER TOMORROW

58 Climate Strategy

64 Energy & Emission Management

69 Indoor Air Quality Management

72 Sustainable Buildings

75 Water Management

77 Waste Management

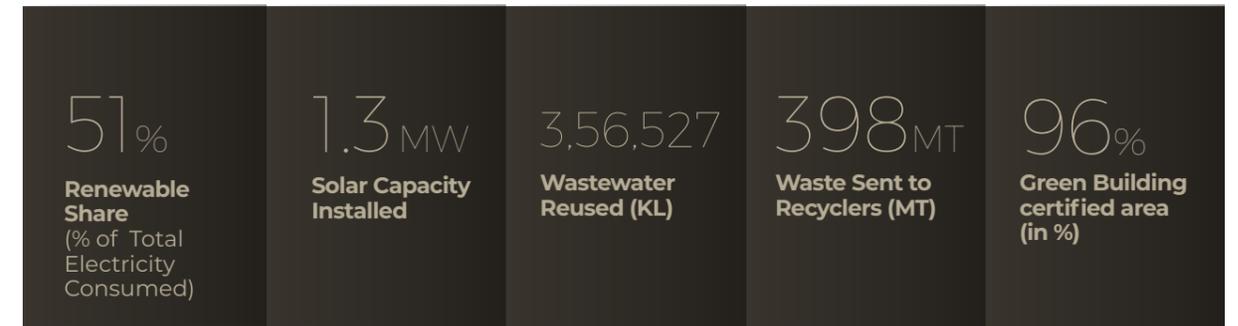
80 Biodiversity Management

# BUILDING GREENER TOMORROW

Tata Realty's ethos is anchored in environmental stewardship, guiding us to construct eco-efficient office spaces. By integrating innovative solutions into our operations, we aim to reduce our ecological footprint. Our buildings are designed for resilience, harnessing energy-conserving technologies to mitigate emissions. We also advance water conservation through modern management systems. Engaging with our network of stakeholders, we foster a culture of environmental mindfulness. Our commitment to sustainability is an ongoing journey, marked by diligent monitoring and adaptive strategies to enhance our green initiatives. This commitment is reflected in our pursuit of excellence, as we build office spaces that are not only world-class but also harmoniously aligned with nature.

All our operational assets hold ISO 14001 certification, demonstrating our dedication to environmental management standards. We strive to further reduce our ecological impact and ensure full compliance with all pertinent regulations and guidelines. In FY 2023-24 there were no non-compliances recorded on regulatory issues.

Through these efforts, Tata Realty is dedicated to creating a greener tomorrow, where environmental sustainability is integrated into every facet of our operations while delivering exceptional spaces.



STRATEGIC PILLARS	MATERIAL TOPICS	STAKEHOLDERS IMPACTED
Resilient Structures	Climate change adaptation	Customers
Replenish Nature	Emissions and energy management	Local Communities
	Water management	Suppliers & Vendors
	Waste management	
	Biodiversity	
	Sustainable buildings	

Target	Progress as of FY24
<b>Green Certifications</b> New and Existing Commercial Assets to be certified by USGBC/IGBC/IFC-EDGE	<ul style="list-style-type: none"> <li>96% of existing portfolio is certified by USGBC/IGBC.</li> <li>All new projects are registering with USGBC/IGBC and WELL.</li> </ul>
<b>Renewable Energy Usage</b> Over 60% energy usage by renewable energy sources	<ul style="list-style-type: none"> <li>Over 49% of energy usage is sourced through renewable energy sources</li> </ul>
<b>Zero Carbon</b> Over 60% of operational portfolio to be Zero Carbon	<ul style="list-style-type: none"> <li>67% of portfolio is IFC-EDGE Zero Carbon Certified</li> </ul>

## UN SDGS



# CLIMATE STRATEGY



In order to combat climate change related issues, most of the nations in the world have agreed to Paris Climate Agreement which aims to substantially reduce global greenhouse gas emissions in an effort to limit the global temperature increase in this century to 2 degrees Celsius above preindustrial levels, while pursuing the means to limit the increase to 1.5 degrees. Apart from governments, the private sector plays a key role in combatting climate-related issues and has taken ambitious climate targets for reducing their GHG emissions.

The built environment contributes a substantial carbon footprint, accounting for around

~40 per cent of annual global CO2 emissions. By 2040, it is expected that roughly two-third of the existing global building stock would continue to contribute to CO2 emissions, signifying challenges in meeting the Paris Agreement's 1.5°C target. Additionally, the global building floor area is estimated to grow twofold by 2060, necessitating an additional 2.6 trillion sq ft (240 billion sq m) of new floor area to support urban expansion. As a result, lowering greenhouse gas emissions from buildings and construction would be crucial to mitigate global warming and its effects.

Our approach on energy consumption and climate change is guided by our ESG

Policy, the Tata Code of Conduct, and the Tata Group's climate change policy. Our mission has been to reduce carbon emissions and address climate change, positioning us as a leader in addressing the risks and opportunities associated with energy transition. For this we have aligned our climate strategy with Tata Group level Environmental Sustainability Project Aalingana's goals.

# PROJECT AALINGANA TARGETS

 <p><b>DRIVING NET ZERO</b></p>	 <p><b>PIONEERING CIRCULAR ECONOMIES</b></p>	 <p><b>PRESERVING NATURE AND BIODIVERSITY</b></p>
<p><b>2030</b></p> <p><b>25% reduction in absolute carbon emissions*</b> *From 2020 baseline (Scope 1 &amp; 2); Tata Steel India to reduce emissions intensity by 28-30% from 2020 baseline</p> <hr/> <p><b>2045</b></p> <p><b>Net Zero Emissions Across the Group*</b> *Scope 1 &amp; 2 across companies; scope 3 for JLR, TMS, TCS, TCPL</p>	<p><b>2025</b></p> <p><b>More than double the content of renewable or recycled resources in products*</b> *Over 2020 baseline</p> <hr/> <p><b>2030</b></p> <p><b>Replenish freshwater &amp; zero waste to landfill*</b> *Freshwater target for India operations only</p> <hr/> <p><b>2040</b></p> <p><b>Replenish more freshwater than consumed</b></p>	<p><b>2024</b></p> <p><b>Action plans for net positive impact</b></p> <hr/> <p><b>2025</b></p> <p><b>Invest in nature-based solutions (NBS) projects in India</b></p> <hr/> <p><b>2030</b></p> <p><b>Group is a NBS leader and has supported NBS market in India</b></p>

# THE TATA CLIMATE CHANGE POLICY



With growing scientific evidence of climate change in the mid-2000s, the Tata group stepped up its activities to address this challenge. The Tata Climate Change Policy, authored by the then Group Chairman, Mr. Ratan Tata, was adopted in 2009 and required Tata companies to measure their carbon footprint and strive to

- Be the benchmark in their industry on the carbon footprint of their operations
- Engage actively in climate change advocacy and shaping of regulations in their business sectors

- Incorporating 'green' perspective in all key organisational processes

Our commitment to obtaining IFC EDGE Zero Carbon certification and integrating green building practices into our projects to enhance energy and water efficiency, reduce waste, and ensure overall environmental sustainability for our buildings serves as evidence of our comprehension of climate change and its implications for the Company.

We plan to achieve GHG emissions reduction and Zero Carbon Certification by implementing:





# RAMANUJAN INTELLION PARK

## IFC EDGE ZERO CARBON CERTIFIED ASSET

At Ramanujan, an energy audit was performed to assess energy usage as well as areas for improvement. Based on this assessment, the most appropriate renewable energy technologies were chosen.

We procure wind and solar energy through long-term group captive power purchase agreements from third parties such as Vagarai (Tatapower) and Perinyx. In addition, roof-top solar systems have been installed.

Ramanujan Intellion Park was awarded the IFC EDGE Advanced Certification for achieving:

**>40%**  
energy savings

**33%**  
water savings

**26%**  
reduction in embodied energy

**94%**  
of our electricity requirements through renewable sources

Basis the actual performance and achievement where Ramanujan project utilised

**93-94%**  
of renewable energy for its energy requirements and offset the remaining emissions by purchasing carbon offsets, it was certified as an IFC EDGE Zero Carbon project, making it the first such project in India

During the assessment period (i.e. November 2021 - October 2022) we achieved:

**91%** electricity consumption  
from offsite renewable project (i.e. Group captive hybrid - third party power purchase)

**1.7%** electricity consumption  
from onsite renewable energy (Solar rooftop) and purchased carbon offsets equivalent to 2033.88 tCO<sub>2</sub> / year to offset emissions from grid energy consumption, Diesel for DG sets and LPG consumption.

## DECODING INDIA'S FIRST IFC EDGE ZERO CARBON ASSET

**42%**

Energy Saving

Sustainable Design

Reduced the window to wall ratio

Cavity & external wall insulation

High Performance glazing

Energy Efficient Fixtures

**28%**

Water Saving

Water Efficient Faucets

Condensate water Recovery System

Condensate water Recovery System

**91%**

Off-site renewable energy

**2%**

on-site renewable energy

**7%**

grid energy neutralized with carbon offsets

**25%**

Material Savings

Post tensioned slabs

Low embodied materials

# ENERGY & EMISSION MANAGEMENT



Energy management is a cornerstone of Tata Realty's sustainability initiatives, aiming to optimize energy use across our real estate portfolio to reduce our carbon footprint, enhance operational efficiency, and increase overall value generation. We continually monitor and analyse energy usage to identify opportunities for improvement and implement the best possible solutions. Collaborative efforts with stakeholders promote energy conservation and sustainability practices, driving our organization towards responsible real estate stewardship. Additionally, we prioritize the adoption of energy-efficient technologies and practices, including sourcing renewable energy, to ensure our buildings are both sustainable and efficient.

Through these integrated efforts, Tata Realty is committed to achieving efficient energy use while advancing sustainability goals and delivering lasting value to stakeholders.

This year, our total energy consumption stood at 2,66,626 GJ, where 8,215 GJ of energy was sourced from Direct Energy sources (Fuel Energy) and 2,58,410 GJ was sourced from

indirect energy sources that includes energy sourced from Grid that stood at 1,27,200 GJ and energy sourced from renewables stood at 1,31,210 GJ.

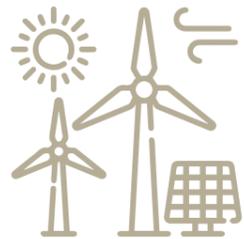
Our direct energy consumption decreased by 41% in FY 2023-24. Concurrently, energy sourced from the grid increased by 31%, and the share of renewable energy sourcing decreased by 3% during the same period. This

led to an overall increase of 8% in total energy consumption for the year. Our energy intensity (kWh/Sq. ft of occupied area) has increased by 11% as compared to previous year.

Additionally, we began capturing and reporting data for our assets under development which accounts to 3,786 GJ.



## ENERGY MONITORING AND DIGITISATION



Our buildings are equipped with advanced online energy monitoring systems that provide real-time insights into energy consumption patterns, representing a key aspect of our digitisation and automation efforts. Using this data, we implement targeted measures to optimize efficiency and reduce waste. Continuous monitoring and analysis allow us to detect anomalies, track trends, and make data-driven decisions to lower operational costs and enhance sustainability. By promoting a culture of energy awareness, we enable proactive energy management practices that align with our commitment to responsible resource utilization and embrace technological advancements in our sustainability initiatives.



Our efforts towards energy monitoring and digitisation are mentioned below:

- We automated the LT Panel at one of our standing assets using a Programmable Logic Controller (PLC) and Human-Machine Interface (HMI), eliminating the need for 24/7 manual monitoring, and significantly reducing manpower requirements.
- At the 11 KV main HT distribution panel, we installed PLC, HMI, and a phase sequence relay, fully automating power changeovers and eliminating manual intervention, thus improving operational efficiency and response times during power disruptions.

## ONLINE ENERGY MONITORING AT INTELLION EDGE AND RAMANUJAN



At Intellion Edge and Ramanujan, we have implemented a comprehensive, analytical, cloud-based, and cloud-agnostic optimization tool that proactively analyses building energy and equipment data to identify issues, faults, and opportunities for improved performance and operational savings.

This online tool helps organizations improve the energy efficiency of buildings by monitoring energy consumption in real-time and identifying opportunities for improvement. It enables the implementation of energy-saving measures that can significantly reduce energy consumption. Additionally, the online system allows asset managers and sustainability managers to create dashboards to monitor data in real-time, generate reports on a monthly, quarterly, yearly basis, and assist in benchmarking performance against set KPIs.

## ENERGY CONSERVATION INITIATIVES

At Tata Realty, our commercial assets are supported by a range of initiatives that reflect our comprehensive approach to reducing energy consumption, identifying energy-saving opportunities, and maximizing efficiency. Below are the key energy conservation measures we implement:

**32 GJ**  
Annual Energy Savings

**815 kWh**  
Energy Savings

- Timers for the parking light control** are installed at our asset, automating the process and saving 31 man-hours and 815 kWh of energy, leading to significant efficiency and cost savings.
- Lighting automation** using Integrated Building Management System (IBMS) control for the recreational activity area at our operational assets, specifically the Badminton Court. This initiative has resulted in an annual energy savings of 32 GJ.
- Upgradation of cooling infrastructure** by replacing underperforming cooling towers, DG sets, and outdated HVAC ducts with advanced models, significantly increasing cooling efficiency and reducing overall energy consumption.

-  Energy efficient LED Lighting Systems
-  Use of BEE 5-Star rated devices
-  Dedicated Outdoor Air System (DOAS) to reduce energy requirements of HVAC and to improve indoor air quality
-  Installation of Exterior Insulation Finishing system to reduce heat gain and to reduce energy for cooling needs
-  Solar passive design to increase sunlight penetration while reducing the cooling requirements
-  Replacing inefficient motors in AHUs with new-age EC motors
-  Intelligent group controls in elevators to optimise energy use re-energising the power train.

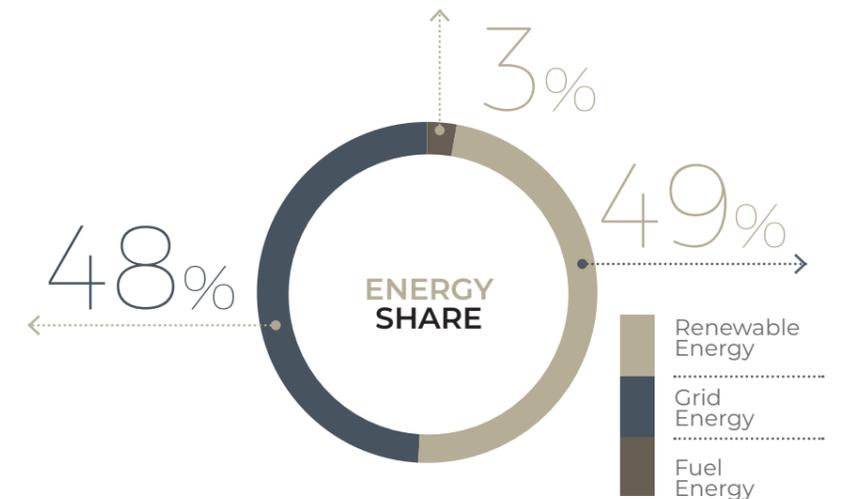
## RENEWABLE ENERGY (RE) MANAGEMENT

  
**1,065 MWh**  
Total Renewable energy generated and utilised from solar rooftop

  
**35,384 MWh**  
Total Renewable Energy Procured.

At Tata Realty we acknowledge the significance of shifting towards renewable, cleaner, and sustainable energy sources, we have integrated advanced technologies like solar rooftop installations and other renewable energy solutions into our commercial office buildings. By leveraging renewable energy, we aim to decrease reliance on fossil fuels and substantially

reduce greenhouse gas emissions. Through strategic planning and investments in renewable energy infrastructure, our office spaces not only offer exceptional working environments but also exemplify environmental stewardship, demonstrating our commitment to sustainability and energy management



## RE INITIATIVE



- We have implemented rooftop solar plants and installed peripheral solar lights in the common areas of our commercial properties to harness renewable energy and reduce carbon emissions.
- We procure green energy from wind farms and solar plants through partnerships with third-party energy providers, enhancing our commitment to sustainable energy practices.
- We employ rigorous monitoring and target-setting processes to identify emission reduction opportunities and optimize our environmental performance.

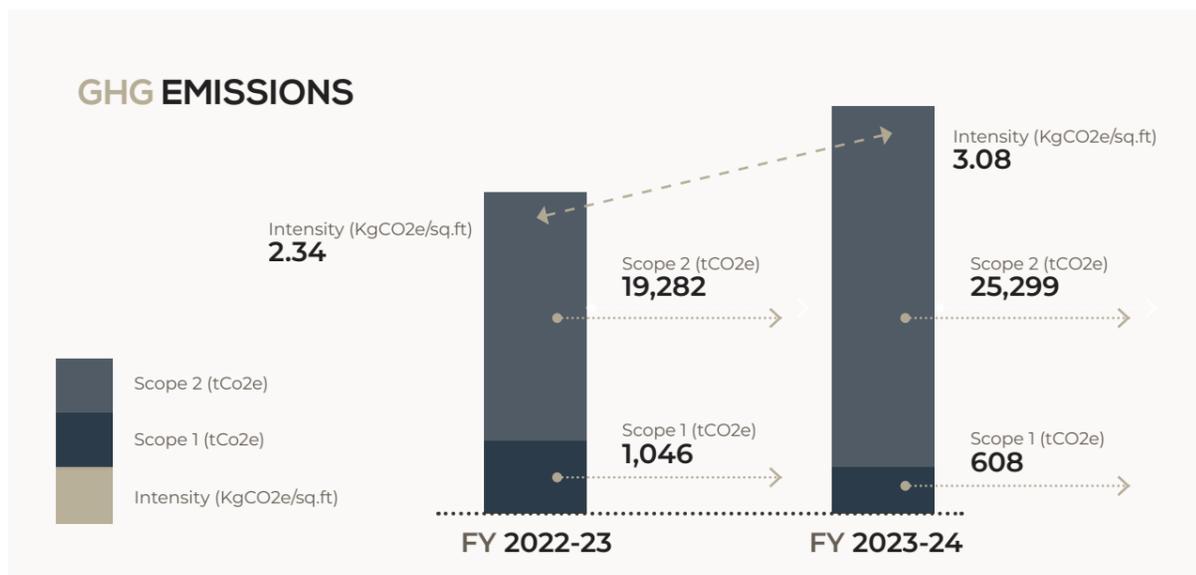
## GHG EMISSIONS MANAGEMENT



At Tata Realty, our primary focus is on the reduction and management of greenhouse gas (GHG) emissions. We have implemented a range of measures to systematically monitor and mitigate emissions across all operational domains. This strategic approach involves a concerted effort to augment our utilization of renewable energy sources and catalyze positive transformations within our value chain.

In FY 2023-24, our overall GHG emissions surged by 27%, rising from 20,327 tCO<sub>2</sub>e to 25,906.9 tCO<sub>2</sub>e mainly due to increase in occupancy in our offices. Within this period, our Scope 1 emissions declined by 42%, while Scope 2 emissions increased by 31% compared to the previous year. Concurrently, our emission intensity exhibited a 31% elevation. Additionally, 753 tCO<sub>2</sub>e emissions have been recorded for our assets

under development. There were no instances of refrigerant refilling undertaken, and the implementation of our proactive leak detection system yielded no refrigerant leakages throughout the fiscal year, affirming the efficacy of our preventive maintenance protocols.



## AIR EMISSIONS

Through proactive measures and the investment in innovative solutions, we are committed to managing and mitigating air emissions, such as SO<sub>x</sub>, NO<sub>x</sub>, and SPM. This fiscal year, our initiatives yielded significant reductions in key pollutant emissions: SO<sub>x</sub> by 91.79%, NO<sub>x</sub> by 88.52%, and SPM by 92.35%. These achievements underscore our dedication to air quality management and environmental stewardship, reflecting tangible progress towards our sustainability goals.

Pollutant (In Tons)	FY 2022-23	FY 2022-23
SO <sub>x</sub>	0.341	0.028
NO <sub>x</sub>	1.620	0.186
SPM	0.301	0.023



### INSTALLATION OF RETROFIT EMISSION CONTROL DEVICE FOR DIESEL GENERATORS

At Intellion Square, Mumbai, we equipped our DG sets with Retrofit emission control device developed to address the issue of particulate matter 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 to reduce the harmful impact of particulate matter on air quality and human health but also ensures optimal engine functionality.

# INDOOR AIR QUALITY MANAGEMENT (IAQ)

We understand the significant impact of IAQ on occupant well-being and productivity. To uphold rigorous IAQ standards, we utilize state-of-the-art CO2 monitoring systems and employ advanced air filtration technologies. Our building designs are crafted to prioritize natural ventilation, facilitating the influx of fresh outdoor air to mitigate pollutant accumulation. This holistic approach coupled with our emphasis on air quality, natural ventilation, and abundant natural lighting, fosters an environment that not only promotes well-being but also enhances productivity and ensures occupant comfort and satisfaction.

Furthermore, we actively engage with tenants and stakeholders to raise awareness about IAQ and sustainable practices, aligning with Tata Realty's larger sustainability commitment. By adhering to all applicable regulations established by local and national pollution control boards, we focus on cleanliness and hygiene and utilizing premium-grade, eco-friendly products and materials.

# SUSTAINABLE BUILDINGS



These certifications reflect our dedication to climate resilience, efficient resource use, biodiversity support, and occupant well-being.

A significant 96% of our commercial portfolio has achieved green building certifications, demonstrating our commitment to sustainable construction practices. These certifications reflect our dedication to climate resilience, efficient resource use, biodiversity support, and occupant well-being.

We follow strict construction and operational guidelines and implement following attributes

to reduce our environmental impact and improve occupant wellbeing. We also ensure that our offices are accessible to specially-abled people as per the requirements of the Rights of Persons with Disabilities Act, 2016.

These efforts exemplify our commitment to sustainable development and environmental stewardship, enhancing transparency and accountability

96%

Portfolio  
LEED Certified,  
IFC EDGE  
Certified

100%

Portfolio  
WELL Enterprise  
Subscribed

49%

Energy  
From renewable  
sources

First

of its Kind  
IFC EDGE Carbon  
Net Zero Building  
in India



## EV CHARGING STATION INSTALLATION

We installed 4-wheeler EV charging stations at Intellion Edge, Gurugram, in response to the increasing demand for electric vehicle charging facilities driven by the adoption of electric vehicles and the environmental benefits of reducing fossil fuel emissions. Through internal assessments and stakeholder engagement, we identified

challenges faced by employees and cab services with electric vehicles in accessing convenient charging options. Proactively addressing this issue, we collaborated with Tata Power to install 10 EV charging points in the visitor parking area, comprising 8 small chargers and 2 fast chargers allocated for Tower-A and Tower-B

respectively. The installation significantly enhanced accessibility and convenience for EV owners, garnering positive feedback from employees and cab services. This initiative underscores Tata Realty's commitment to sustainable practices and promoting clean transportation options within our premises.



## WATER MANAGEMENT

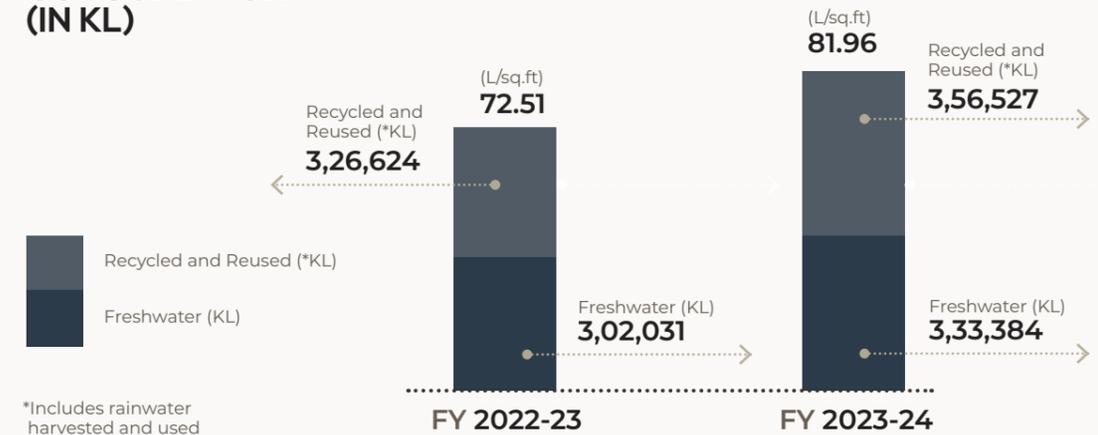
Water stewardship is a critical us, demonstrating our commitment to responsible water management. Our comprehensive approach includes the installation of state-of-the-art water-efficient faucets and taps to minimise consumption without compromising functionality. We actively monitor water usage, identify opportunities for efficiency improvements, and conduct employee education programs on responsible water practices. Additionally, we invest in rainwater harvesting,

groundwater recharge systems, and wastewater treatment facilities to minimise our impact on local water sources. These initiatives align with our environmental goals, aiming to contribute to sustainable water management and ensure the availability of clean water for future generations.

In FY 2023-24, our total water consumption was 6,89,911 KL, of which 52%, amounting to 3,56,527 KL, was from recycled and reused water. This represents an increase of

9% in recycled water usage. Freshwater consumption constituted 48% of the total, amounting to 333,384 KL, and was sourced from third-party suppliers, marking an increase of 10% during the year. Our water consumption intensity has increased by 12%. Additionally, we have begun capturing water consumption data for our assets under construction, where we have withdrawn 14,506 KL from third-party sources and consumed 3,700 KL of water.

### WATER CONSUMPTION (IN KL)



## INITIATIVES

1. We installed the world's advanced technology STP (Membrane Bio Reactor Sewage treatment) and produce 90% of treated water every day for flushing and garden usage. This ensures 100% recycling of water and Zero water discharge from the campus.
2. We initiated the use of AHU condensate water for cooling tower makeup. The collected condensate water, characterized by low total dissolved solids (TDS) and temperature, is directly used for makeup without treatment due to its high quality. This approach improves cooling tower (CT)

performance and reduces chemical treatment costs, external water purchases, water wastage, and scale formation in chillers.

3. We conserve water and reinforce resource efficiency through customized rainwater harvesting systems strategically installed across our facilities. Additionally, our sites incorporate innovative stormwater storage solutions, ensuring efficient management of excess rainfall and minimizing environmental impact.



**Utilizing 60 KL of condensate water daily for Cooling Towermakeup.**



**Achieving cost savings of INR 18.36 Lakhs per year through minimized water usage for makeup.**

## WASTE MANAGEMENT



At Tata Realty, we consistently prioritise resource efficiency and implement effective waste management strategies to minimise environmental impact. Our approach involves adopting innovative technologies and practices to optimise resource use across our operations. We elevate our resource management strategy to encompass advanced conservation efforts. We have implemented advanced monitoring systems to track resource consumption in real-time, allowing us to swiftly identify inefficiencies and optimize usage. By leveraging data analytics, we gain valuable insights into usage patterns and can implement targeted measures to reduce consumption. This includes the use of energy-efficient systems, water conservation initiatives like rainwater harvesting, and the promotion of renewable energy sources. Through ongoing monitoring and improvement, we identify opportunities to

enhance resource efficiency and implement sustainable waste management practices.

We collaborate with authorised third-party waste handlers to establish a well-structured waste collection system that segregates waste for proper disposal. Our commitment to environmental sustainability extends beyond waste disposal. We actively divert waste from

and battery waste, promoting a circular economy. We collaborate with stakeholders to raise awareness and foster a culture of responsible resource consumption. By integrating resource efficiency and waste management into our business practices, Tata Realty contributes positively to environmental sustainability and a resilient future.

In FY 2023-24, Tata Realty generated a total of 1,485.63 MT of waste. Of this, 1,462.85 MT was classified as non-hazardous waste, while 22.78 MT was identified as hazardous waste. Additionally, this year marked the commencement of data capture for waste generated by our assets under construction, with the Non-hazardous waste amounting to 184.9 MT and Hazardous waste amounts to 163 MT.

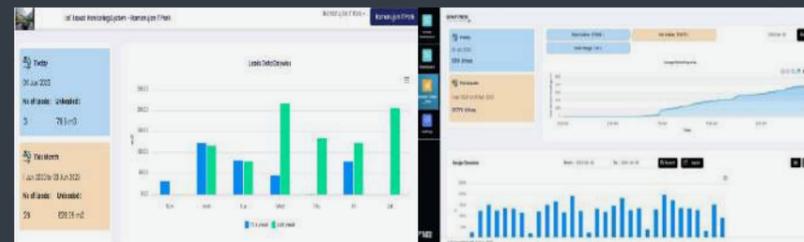
**Achieved Zero Waste to Landfill**

landfills through recycling programs and utilise an Organic Waste Converter (OWC) system to process organic waste into nutrient-rich compost.

Additionally, we have instituted a buy-back policy for certain waste materials like used oil

### Case Study

## IMPLEMENTING IOT-BASED SMART WATER MEASURING SYSTEM



### Case Study

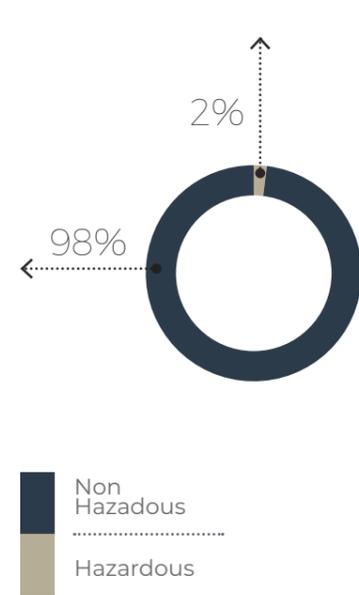


To address manual water consumption recording challenges, our company implemented an IoT-based smart water measuring system, reducing errors, and improving efficiency. This initiative tackled issues like unattended leaks and inefficient monitoring, aiming to enhance water management and reduce wastage.

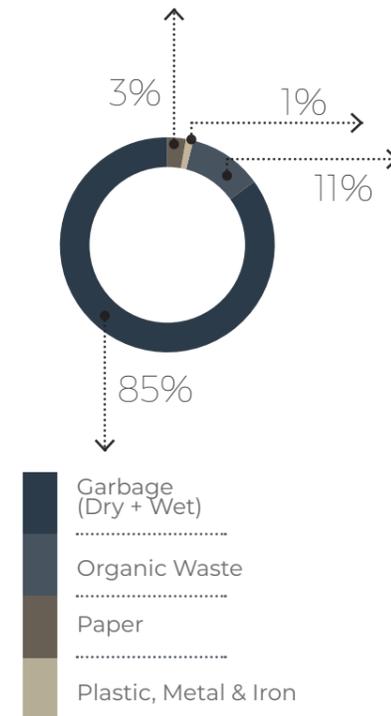
The IoT system enabled real-time consumption analysis, reducing maintenance costs, and improving stakeholder communication. Predictive analytics identified potential failures for proactive maintenance, while interactive reports provided comprehensive usage insights.

Benefits included improved water management, reduced maintenance costs, and enhanced operational efficiency. Leveraging technology for monitoring and analysis contributed significantly to sustainability and resource efficiency goals.

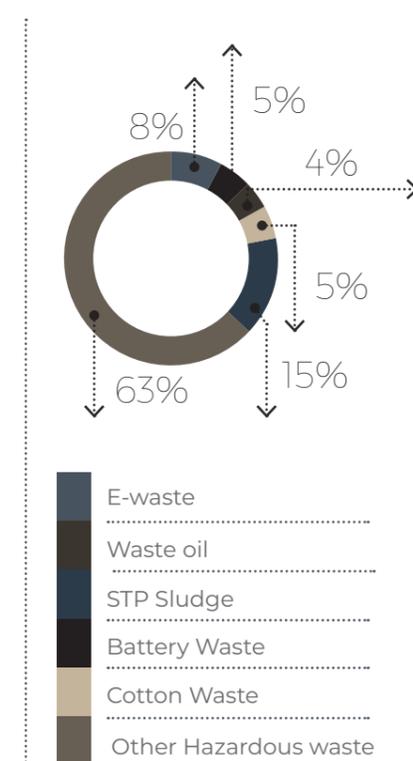
### TOTAL WASTE GENERATED



### NON-HAZARDOUS WASTE GENERATED



### HAZARDOUS WASTE GENERATED



### HAZARDOUS WASTE DISPOSAL

Type of Disposal (In MT)	FY 2022-23	FY 2023-24
Recycled	44.29	19.05
Incineration	0.01	0.02
Composting	45.87	3.68
Total	90.16	22.74

### NON-HAZARDOUS WASTE DISPOSAL

Type of Disposal (In MT)	FY 2022-23	FY 2023-24
Reused	0	1.5
Recycled	245.64	397.89
Incineration	859.88	830
Composting	125.61	140.30
Sent to Landfill	31.56	0
Total	1262.69	1369.70



### INITIATIVES

1. We have installed a PET bottle crusher to combat plastic pollution, successfully processing and crushing 4,680 PET bottles within the year.
2. We have integrated composite machinery to convert organic waste into compost, which is subsequently used to fertilize plants across our campus area.

Case Study

## FROM WASTE TO BRIGHTNESS: TRANSFORMING E-WASTE INTO EMERGENCY LIGHTING



At Ramanujan Intellion Park, Chennai, we launched the 'My Idea' campaign to tackle waste management challenges and enhance emergency lighting solutions sustainably.

**Challenges:** The primary challenges identified included the disposal of e-waste in our campus's large common areas and the need for emergency

lighting solutions without significantly increasing costs, maintenance, and e-waste generation. Providing dedicated emergency lights for each technical staff during duty hours was proving impractical due to these factors.

**Solution:** To address these challenges, we proposed and successfully implemented the

conversion of old, discarded 4-foot LED tube light fixtures into compact 1-foot LED emergency lights. These new emergency lights were equipped with a mobile charging port and batteries, offering a handy and easy-to-handle solution for technical staff during work.

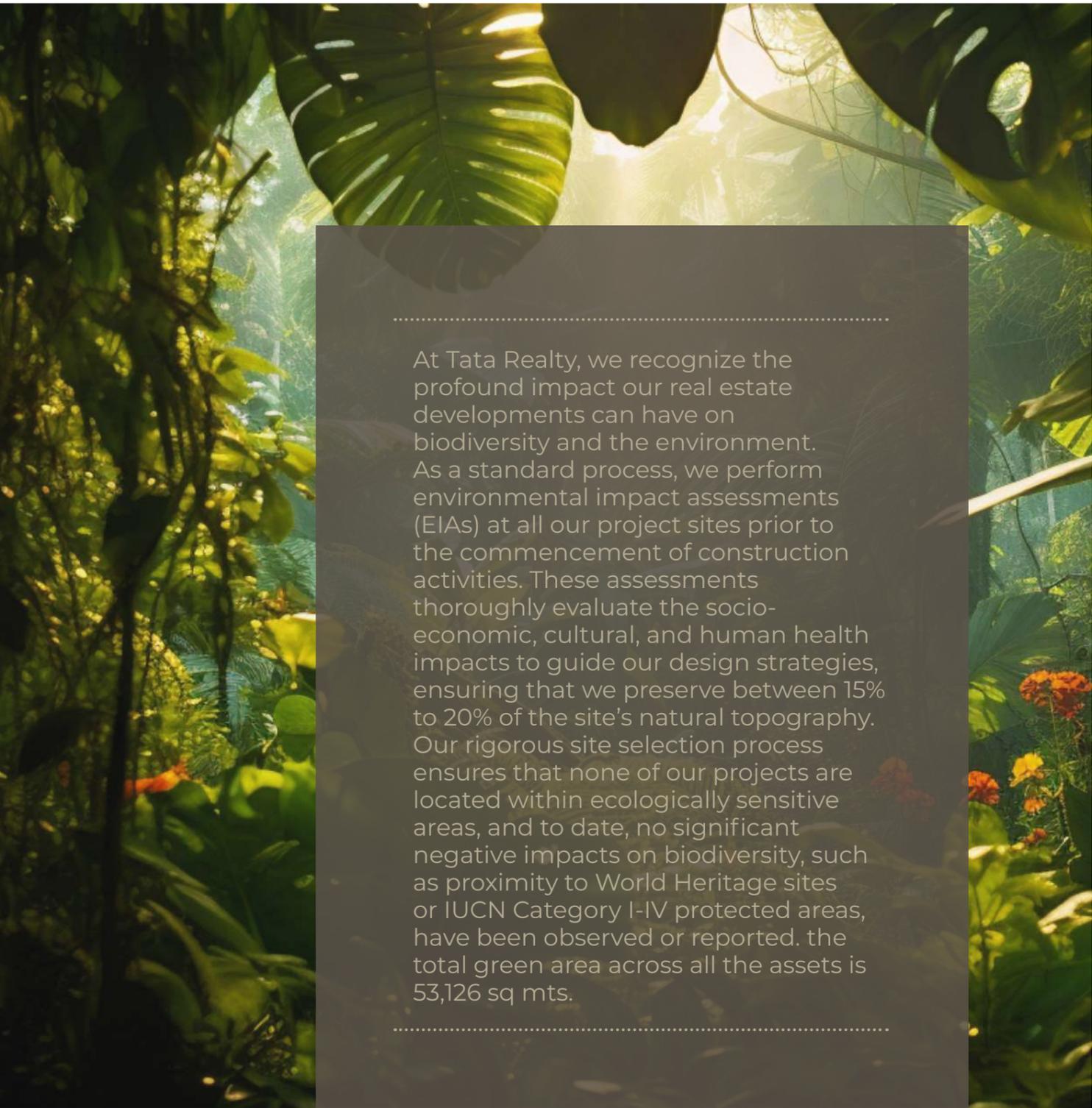
### BENEFITS:

**Reduced E-Waste:** By repurposing old LED tube light fixtures, we minimized e-waste disposal and contributed to sustainable waste management practices.

**Improved Efficiency:** The compact emergency lights offered improved lux levels compared to standard market lights, enhancing visibility and safety during emergencies.

**Cost-Effective and Sustainable:** The solution was cost-effective, reducing the need for dedicated emergency lighting installations and maintenance.

# BIODIVERSITY MANAGEMENT



At Tata Realty, we recognize the profound impact our real estate developments can have on biodiversity and the environment. As a standard process, we perform environmental impact assessments (EIAs) at all our project sites prior to the commencement of construction activities. These assessments thoroughly evaluate the socio-economic, cultural, and human health impacts to guide our design strategies, ensuring that we preserve between 15% to 20% of the site's natural topography. Our rigorous site selection process ensures that none of our projects are located within ecologically sensitive areas, and to date, no significant negative impacts on biodiversity, such as proximity to World Heritage sites or IUCN Category I-IV protected areas, have been observed or reported. The total green area across all the assets is 53,126 sq mts.

This effort significantly enhances the ecological richness and diversity of our development areas. Our approach to managing biodiversity risks and opportunities is fully integrated within our Environmental Management System (EMS), ensuring that biodiversity considerations are addressed comprehensively throughout the design, construction, and maintenance phases of our projects.

Our ESG Policy underscores our commitment to protecting and enhancing biodiversity in and around our project. This we strive to achieve by avoiding, mitigating, and offsetting biodiversity impacts associated

with new developments. We employ a meticulous due diligence process and risk assessment that is tailored to the specific ecological context of each project, considering adjacent areas and the cumulative impacts of upstream and downstream activities. Guided by this Project Aalingana's target, Tata Realty is dedicated to achieving a net positive impact on biodiversity, which includes developing tools for assessing and reporting on our biodiversity impacts, conducting regular assessments of biodiversity impacts resulting from our operations, and continually enhancing the biodiversity value of our sites to contribute to their ecological

richness and diversity. Through these strategic actions, Tata Realty upholds its responsibility towards environmental stewardship and sustainable development.



53,126 Sq.Mts  
Total Green Area  
across all Assets



## Case Study

# BIODIVERSITY PLANNING AT INTELLION PARK, NAVI MUMBAI



Intellion Park in Navi Mumbai, a state-of-the-art commercial office space, is distinguished by its commitment to biodiversity in landscape design. By incorporating a variety of native plant species, the area is not only aesthetically enhanced with different colors, textures, and fragrances but also functions ecologically to support local wildlife. The flora selected is specifically aimed at attracting native insects and birds, thereby enriching the micro-ecosystems and positively impacting the surrounding natural habitats. An on-site nursery cultivates a diverse array of native trees and shrubs, fostering vibrant, self-sustaining ecological networks that attract a plethora of butterflies, dragonflies, and birds.

The current development's proposed landscaping strategy meticulously includes approximately 25 species of trees and 45 types of shrubs and groundcovers, all indigenous to the Navi Mumbai region. These plants are specifically chosen for their ecological roles, such

as attracting pollinators and birds with their flowers and fruits, contributing to the site's biodiverse environment. Intellion Park current development a total landscape area of 14,148 square meters, with 52.5% as softscape, designed to sustain biodiversity that enhances soil quality and facilitates nitrogen fixation. The master plan further expands this approach, with 23.30% dedicated to softscapes featuring diverse native species that bolster overall ecological health.

Moreover, Intellion Park is designed to offer significant recreational and health benefits. Implementing the Miyawaki method in certain areas helps maintain the soil in its natural state, which preserves the indigenous microbes essential for improving soil health and nutrient cycling. This technique also aids in preventing soil erosion and improving the microclimate, which in turn supports the well-being of park users. The varied plant life and interaction with local

wildlife transform routine walks into engaging, nature-filled experiences, enhancing mental well-being and aligning with Tata Realty's commitment to promoting health and wellness. This strategic inclusion of biodiversity not only conserves the local ecosystem but also significantly enhances the commercial viability and environmental value of Intellion Park.

52.5%

Softscape to sustain Biodiversity for current development

23.03%

Masterplan's softscape for Native Species

## CSR INITIATIVE

### Biodiversity Park by Tata Realty

Tata Realty is dedicated to enhancing environmental health through its Biodiversity Park initiative, which focuses on achieving a net positive impact on biodiversity. Leveraging the innovative Miyawaki method, which involves densely planting various types of trees within a confined space, this project aims to cultivate thriving 'Urban Forests.'

In FY 2023-24, through this initiative, we have successfully planted over 25,000 native saplings across 2 acres of Open Space Reserved (OSR) lands in Oragadam Chennai.

This substantial effort, in collaboration with our NGO partner communiTREE, focuses on establishing sustainable urban forests designed to restore and enhance the biodiversity of native species. These forests are anticipated, with mature trunk and root systems. Located strategically, the Biodiversity Park significantly reduces the carbon footprint of its surrounding areas. The dense green canopy serves as a natural filter, cleansing the air of urban pollutants and fine particulates. This not only improves air quality but also moderates local temperatures by 2-4°C, subsequently reducing the reliance on artificial climate

control systems. Additionally, the park serves as a barrier against noise and dust and provides habitats for various bird and animal species, thereby enriching urban biodiversity. Through its integration within urban settings, the Biodiversity Park is pivotal in fostering a carbon-neutral ecosystem. It also supports creating mentally and physically stronger communities, groundwater replenishment, and enriching soil quality, exemplifying Tata Realty's commitment to sustainable urban development and ecological conservation.



25,000

Saplings Planted as part of CSR Project

# 04

## EMPOWERING PEOPLE, TRANSFORMING LIVES

89	Employee Details
91	Diversity, Equity, and Inclusion
92	Learning and Development
96	Employee Wellbeing
99	Health, Safety and Wellness
106	Human Rights
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110	Tenant Engagement
115	Caring for Communities

# EMPOWERING PEOPLE, TRANSFORMING LIVES



In our pursuit of sustainable development at Tata Realty, we empower our stakeholders across every aspect of our operations. Our commitment extends beyond operations; it encompasses the well-being and prosperity of every individual and community we touch.

At the core of our social initiatives are our employees, the driving force behind our success. Our sustainability strategy focusses on investment in their growth and well-being and creating a diverse and

inclusive workplace culture. Our commitment to respect lives encompasses our dedication to health and safety management and the protection of human rights. Through responsible value chain governance, we emphasize ethical sourcing practices and collaborate closely with our partners.

We seek to understand the needs and aspirations of our tenants and customers and build meaningful relationships with them. By actively listening to their feedback and concerns,

we continuously improve our services and enhance their experience within our properties.

Beyond our immediate stakeholders, we are deeply committed to the communities in which we operate. We empower communities through our volunteering programs, tailored to the specific needs of each community. By ensuring inclusive engagement and empowerment, we strive to create a brighter, more inclusive future for all.

18%	6,764	Zero	34,647	20%
Gender Diversity in Workforce	Total Training Hours	Number of Incidents	People impacted through CSR	Spent on Local Procurement
<b>STRATEGIC PILLARS</b>		<b>MATERIAL TOPICS</b>		<b>STAKEHOLDERS IMPACTED</b>
Reap Talent ..... Respect Lives ..... Responsible Value Chain Governance		Human Capital Development ..... Occupational Health and Safety ..... Diversity, Equity & Inclusion ..... Sustainable Supply Chain ..... Customer Centricity ..... Corporate Social Responsibility ..... Human Rights		Employees ..... Suppliers and Value Chain Partners ..... Tenants and customers ..... Communities
<b>Target</b>			<b>Progress as of FY24</b>	
<b>Human Health and Wellness</b> All operational and upcoming projects to be under WELL v2 ratings/certifications			All operational projects are WELL certified/have WELL ratings or have applied for WELL v2 certifications/ratings	
<b>Human Rights</b> Zero complaints related to Human Rights issues			Zero complaints received on Human Rights issues	
<b>CSR</b> Promote a culture of volunteering and ensure all employees volunteer at least 8 hours per annum for CSR activities			Volunteering hours per employee: 15.66 hours	

## UN SDGS

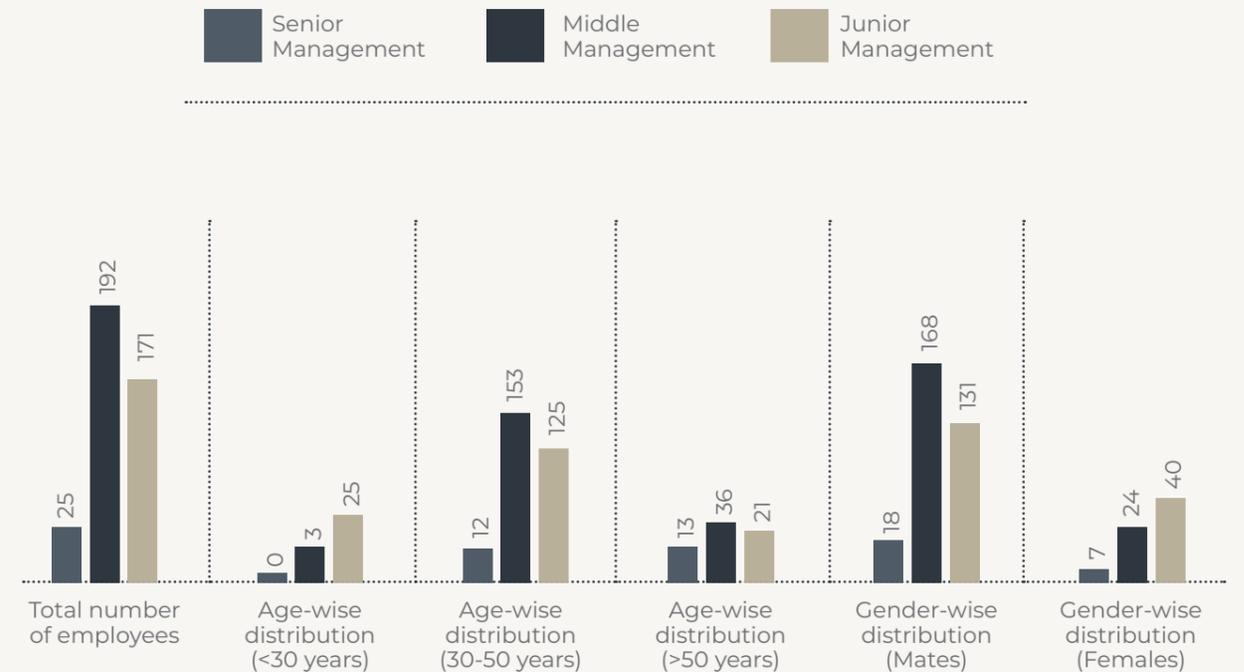


# HUMAN CAPITAL MANAGEMENT



Our employees are the heart of our organization, driving innovation and excellence in everything we do. We create a supportive and inclusive environment where every team member can thrive. By encouraging collaboration, continuous learning, and open communication, we ensure that our employees feel valued and empowered. Their dedication and hard work are essential to our success, and we are committed to their professional growth and well-being. Details about our employees are listed below.

## EMPLOYEE DETAILS



## TURNOVER AND NEW HIRES

Over the past year, our supportive work culture and investment in employee development has been evident. During the fiscal year 2023-24, we experienced a turnover rate of 41%. We have also observed a notable expansion of our team with the addition of skilled individuals across various departments, out of which females represented 21% of the new talent we brought on board for FY 2023-24.



## EMPLOYEE BENEFITS

We at Tata Realty prioritize the well-being and satisfaction of our employees through comprehensive benefits packages. Our commitment to providing competitive and meaningful benefits goes beyond standard offerings, aiming to support our employees in every aspect of their lives. As part of our commitment to fair treatment, our Remuneration Committee oversees the level and components of remuneration.

Furthermore, we prioritize the well-being of our employees through comprehensive

wellness programs. Our wellness initiatives include access to fitness facilities and mental health support services, ensuring that employees have the resources they need to maintain their physical and mental well-being. Additionally, we have implemented policies for employee wellness, including parental leave, to support employees during significant life events and transitions. From health and wellness programs to financial incentives and professional development opportunities, we strive to create a workplace where employees feel valued, motivated, and

empowered to achieve their fullest potential. We believe that providing competitive and meaningful benefits is not only essential for employee satisfaction but also crucial for driving organizational success. Additionally, we have implemented policies for employee wellness, including parental leave, to support employees during significant life events and transitions.

Other Benefits		
Health Care	Life Insurance	Group Term Insurance
Extended Paid Leave	Parental Leave	Advance Leave
Sabbatical	Medi Care	Retirement Provision
Accidental Insurance	Disability & Invalidity Coverage	Redundancy Payment

**100%** return-to-work rate among employees who took parental leave

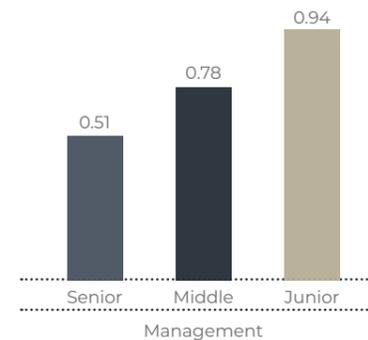
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**100%** of our employees are covered under PF and Gratuity benefits

## DIVERSITY, EQUITY, AND INCLUSION



### GENDER PAY PARITY



**17%** Board Diversity

**50%** KMP Diversity

**18%** Workforce Diversity

Diversity, Equity, and Inclusion (DEI) is integral to our culture and operations at Tata Realty. We are committed to providing an environment of equality and respect for all employees and contractors. We firmly believe in upholding principles of non-discrimination, ensuring that no individual is treated unfairly based on factors such as race, caste, religion, color, ancestry, status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other legally protected category. Our recruitment practices actively seek out personnel from diverse backgrounds, promoting representation and inclusivity at all levels of the organization. Additionally, we

cultivate a warm and supportive atmosphere where individuals feel valued, heard, and empowered to contribute their unique perspectives and talents. Through our dedication to DEI, we strive to create a workplace where everyone can thrive and succeed.

All our employees receive fair and competitive remuneration, reflecting our aim to achieve gender pay parity. We regularly review our pay structures and address any disparities to maintain fairness and equity across our workforce.

### INITIATIVES: WE FOR HER

Our "We for Her" initiative is held quarterly, focusing on a range of topics such as reproductive health, networking for women, and knowledge sharing, all aimed at enhancing the personal and professional well-being of our female employees. It aims to generate a spirit of camaraderie among our female

employees from various walks of life, creating a space where they can exchange ideas, inspire, and uplift each other, and promote learning from peers. Our women's leadership development programs are designed to sharpen leadership abilities and break the barriers.

# LEARNING AND DEVELOPMENT

We are dedicated to a culture of continuous learning and development to empower our employees to reach their full potential. Our L&D framework is designed to cater to the diverse needs of our workforce, helping them enhance their skills and capabilities across all levels. It encompasses a wide range of programs aimed at functional, compliance, technical leadership, and behavioural development, ensuring that

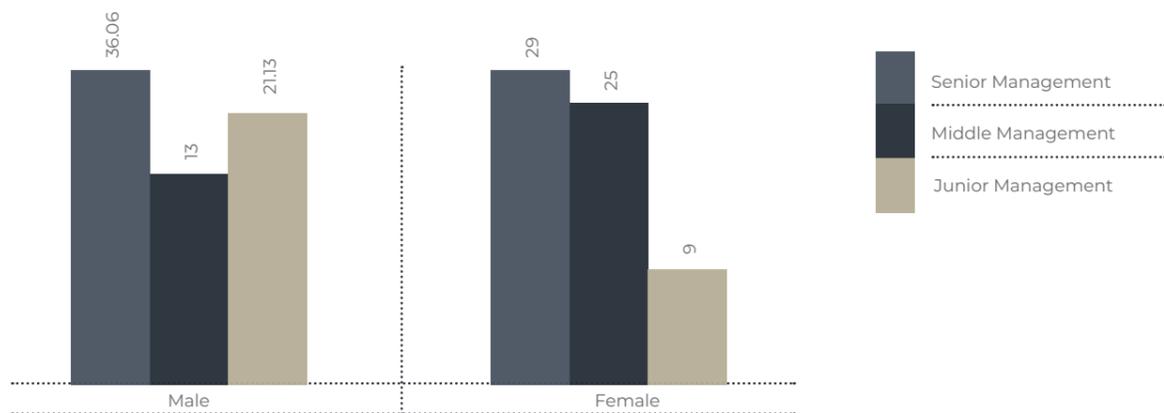
our employees are equipped with the knowledge and skills required to excel in their roles and drive organizational success.

To ensure the effectiveness and relevance of our L&D programs, we collaborate with leading global institutions and subject matter experts. These partnerships provide access to cutting-edge research, industry insights, and best practices, enabling us to design and

deliver world-class learning experiences for our employees. Through these strategic alliances, we enhance the quality and impact of our human capital development initiatives and provide a platform for personal and professional growth, ensuring that our workforce remains adaptable, innovative, and equipped to tackle the challenges of tomorrow.

## EMPLOYEE TRAINING

(Average Hours / Employee / year)



For FY 2023-24, we provide a total of **6,764** hours of training to our employees, averaging **17.43** hours of training per employee

## TATA REALTY E-KNOWLEDGE STUDIO (TREKS)

Tata Realty's Knowledge Studio, an AI-driven platform, is the result of a strategic collaboration between Tata Realty and Edcast. This innovative e-learning hub grants employees the opportunity to explore a wealth

of educational materials, including courses, videos, and articles. Furthermore, we have established a partnership with LinkedIn Learning, allowing our employees to access a diverse range of courses at no cost.

## FUNCTIONAL SKILL DEVELOPMENT

By investing in the functional skill sets of our employees, we ensure that our team is well-prepared to meet the evolving demands of the industry and embrace opportunities for career advancement with confidence. Each department has unique learning requirements, and as a result, employees are annually selected to participate in specialized training programs and certification courses tailored to their job functions.

there is a significant need for ongoing technical training and certifications. To address this, we partnered with NPTEL (National Programme on Technology Enhanced Learning) to provide the project management team with access to a wide range of courses and certifications. These resources are offered free of charge, enabling employees to develop their subject matter expertise without financial barriers.

## SUSTAINABILITY

Tata Realty organized sustainability and green building certification training to select employees involved in project management. The program aimed to enhance the expertise of our employees, empowering them to understand green building requirements and pursue IFC Edge Certification. The training cost and certification fee are fully sponsored by the company, demonstrating our investment in human capital.

## SALES

For FY2022 and FY2023, we nominated 50 members of the sales team for the Sales Enablement Program conducted in collaboration with Mercuri International. This program is designed to sharpen the sales team's skills, improve their strategic approach to sales, and ultimately drive better performance and revenue growth.

## CUSTOMER CENTRICITY

FY 22-23 customer centricity program was curated for 30 employees from CRM and other customer facing functions. This program was designed to create 'One Tata Realty' way of customer centricity. This program, delivered in association with Mercuri International, focuses on enhancing the customer experience and building stronger customer relationships.

In addition, the Company nominated select employees for trainings held by Tata Sustainability Group. These trainings covered topics such as Business Responsibility and Sustainability Reporting, Biodiversity management, and Water management.

## PROJECT MANAGEMENT

With nearly 30% of our employee strength belonging to the project management department,



We partnered with Essential India to organise training on EDGE Expert exam. This Sustainability learning initiative aims at making employees EDGE Expert to design Zero Carbon buildings.

## WOMEN LEADERSHIP PROGRAMS

### TAKE THE LEAD

'Take the Lead', a Tata Group initiative is a four-month learning journey tailored for women at the mid-management level. This program is to empower our young women executives by equipping them with vital skills for their career progression. Our aim is to help them identify and overcome any self-limiting beliefs and to provide them with the tools necessary to strike a harmonious balance between their professional development and personal lives. Each year, we nominate approximately 2-3 employees to embark on this transformative experience.

### LEAD AHEAD

'The Leap Ahead', a Tata Group initiative is designed for women at the early senior-management level, offering a four-month learning journey that encourages women leaders to make intentional choices that resonate within the workplace and beyond. This initiative supports women executives who are on the verge of stepping into business leadership roles. It offers a reflective space to gain a deeper insight into their strengths and challenges, while also honing their ability to influence networks. Annually, we select about 1-2 employees to participate in this program, facilitating their growth and impact as leaders.

## SUCCESSION PLANNING AND TALENT REVIEW



Our Company conducts succession planning to ensure the development of talent for key roles in alignment with our long-term goals, considering market and industry trends. This process includes addressing skill gaps to maintain a strong future talent pipeline. Succession planning is comprehensive, targeting leadership positions as well as all critical roles. Each year, we conduct a talent review process where leaders,

managers, and HR collaborate to assess and identify high-potential employees, their career aspirations, strengths, and development needs. This review, involving senior stakeholders, uses tools like the 9-Box grid and considers factors such as career aspirations, risk of loss, and employee mobility to plan for career progression and learning initiatives, ensuring a prepared workforce for the organization's future.

## PERFORMANCE MANAGEMENT



We conducted career development reviews for **100%** of our employees

At Tata Realty, performance management is more than just a process — it's a strategic approach to driving individual and organizational success. We believe that effective performance management is essential for maximizing employee potential, achieving business objectives, and attaining excellence. In our approach to performance management, we implement a

dynamic system that empowers employees to thrive and excel in their roles. Our innovative performance management framework integrates various tools and methodologies to evaluate and enhance employee performance. One such tool is our unique assessment grid, which evaluates both current performance and future potential, aligning individual contributions with our strategic

objectives. These insights not only provide a snapshot of employee capabilities but also serve as a roadmap for their career development journey. Through ongoing feedback, coaching, and development opportunities, we ensure that every employee is equipped to achieve their fullest potential and drive organizational success.



# EMPLOYEE WELLBEING

At Tata Realty, we give precedence to the well-being of our employees as a fundamental aspect of our organizational culture. We believe that a healthy and happy workforce is essential for driving productivity, creativity, and overall success. Our guiding principles are encapsulated in the phrase 'Let's BUILD', representing cultural values as listed below.

 <p><b>(B) BE RESPONSIBLE</b></p> <p>We will be accountable for our actions. We will empower people and practice sustainability.</p>	 <p><b>(U) UNITE TO LEAD</b></p> <p>We will be leaders in the industry by being an agile, innovative, and collaborative team.</p>
 <p><b>(I) INSPIRE TRUST</b></p> <p>We will be fair and transparent.</p>	 <p><b>(L) LEAD THROUGH EXCELLENCE</b></p> <p>Excellence will be at the heart of everything we do.</p>
	<p>Our values drive our daily actions, focusing on people, processes, and technology. Our commitment to employee well-being extends beyond physical health to mental, emotional, and social aspects. This year, we've conducted health awareness sessions covering topics like women's reproductive health and workplace posture. We provide various initiatives and resources for holistic well-being, including health programs, mental health services, and work-life balance initiatives. By fostering a supportive environment, we prioritize our employees' well-being in all our endeavours.</p>

## EMPLOYEE ENGAGEMENT

At Tata Realty, we prioritize employee engagement as a cornerstone of our workplace culture.

### EMPLOYEE ENGAGEMENT COMMITTEE

An employee-led group, drawing members from various departments, actively leads efforts to boost employee engagement within our organization. These initiatives are divided into fun activities, such as festivals and events, fostering team spirit, and leadership connections, providing opportunities for employees to engage with our leadership and discuss organizational goals. This approach ensures a vibrant and inclusive workplace culture, driving innovation and success.

### TATA INNOVISTA



Tata Innovista is a program at Tata Realty where employees submit their implemented innovative ideas to senior leadership. The ideas are evaluated based on factors such as originality, feasibility, impact on business processes, potential for cost savings, and alignment with company values. The winning submissions are recognized and rewarded, leading to celebration of creativity and continuous improvement, and encouraging employees to contribute to the company's growth and success.

### SOCIABLE



Sociable is our internal platform designed to connect colleagues and encourage a collaborative environment. Through our 'Suggest an Idea'

feature, employees can share recommendations, articles, news, and engage in knowledge sharing. Additionally, they can post motivational content, insights from industry leaders, and contributions from writers, promoting a vibrant and informed workplace culture.

### SOCIABLE TREES – ENGAGING EMPLOYEES IN GLOBAL REFORESTATION

We have subscribed to Sociable Trees, an employee engagement and CSR feature seamlessly integrated into the Sociable employee communication platform. This innovative initiative allows us to offset our carbon footprint by planting real trees in reforestation projects worldwide. Employees actively participating in this program receive the honour of having trees planted in their name in forests across the globe. Through this initiative, we have planted nearly 684 trees comprising 12 different plant varieties, benefiting tribal communities in India, and offsetting a remarkable 495.63 tons of CO2 emissions.



**684**  
Trees Planted

**495.63**  
Tons of CO2 emissions offset

**0.27**  
Hectares of land

### 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.

#### Regional Leadership

Periodic town hall meetings are held for employees by the area business leaders to discuss regional trends, new project launches, honour high performers and carry out surveys.

#### Team Socials

Our regional teams periodically organize engagement activities. We create and distribute an employee engagement calendar each month to inform employees in advance about upcoming events.

## REWARDS AND RECOGNITION

At our organization, we understand the importance of recognizing and rewarding the contributions of our employees. We believe that a culture of appreciation not only boosts morale but also enhances a sense of belonging and motivation. Our comprehensive rewards and recognition program is designed and implemented to celebrate the achievements and efforts of our employees at all levels. From excellence awards to peer recognition programs, we provide various avenues for employees to be acknowledged for their hard work and dedication



Superstar of the Year



Super Squad of the Year



Super Collaborator of the Year



Digital Innovation Champion



Tata Volunteering Week



Integrity Champion



Popular Choice



MD's Excellence



Head PMG EHS Rolling Trophy



Head PMG EHS Rolling Trophy

## HEALTH, SAFETY, AND WELLNESS



At Tata Realty, we value Occupational Health and Safety (OHS) management across all our project sites as part of our commitment to maintaining high standards of safety. 100% of our employees and workers are covered under our occupational health and safety management system.



**100%**  
of TRIL's assets and project sites are covered under ISO 45001:2015 Certification

Our occupational health and safety (OHS) policy at Tata Realty is pivotal in outlining a culture of safety and compliance for our workforce and stakeholders as well as ensuring continuous improvement while protecting our workmen from harm. In line with our proactive safety management approach, robust hazard identification and risk assessment processes are integral to our operations, ensuring preventive measures are in place to mitigate potential risks.

Our safety system promotes the establishment of fully functional Occupational Health Centres (OHC) at each project site,

staffed with a visiting doctor and qualified nurse. Additionally, we maintain partnerships with nearby hospitals to ensure prompt treatment and provision of ambulance services for emergency situations, thereby safeguarding the physical and psychosocial well-being of all personnel. We prioritize the well-being of our employees and contractors by ensuring the provision of Personal Protective Equipment (PPE) and comprehensive healthcare benefits to safeguard our workmen against workplace hazards.

Furthermore, our proactive approach to safety management

is reinforced by our grievance redressal framework, ensuring swift resolution of any concerns related to occupational health and safety. This framework encourages transparency and trust within our workforce, empowering individuals to voice their concerns and contribute to a safer work environment.

Our dedication to maintaining the highest standards of Occupational Health and Safety is further validated through the assessment conducted as part of ISO 45001 and ISO 14001 certifications, underscoring our commitment to excellence across all our projects.

## ENHANCING WORKPLACE SAFETY WITH DIGITAL PPE BOARD



At Intellion Park, Gurgaon, we have developed a digital PPE board to enhance workplace safety across the entire campus. This innovative system features a comprehensive list of all the types of tasks being conducted within the building and includes an intelligent indicator controlled by a single push button

for each specific task. By implementing this digital PPE board, we ensure that our service partners are well-informed about the exact PPE requirements for each work activity, promoting better awareness and proper usage to maintain a safe working environment.

## WELLNESS INITIATIVES

### EMPLOYEE HEALTH AND WELLNESS INITIATIVES

Pre-employment health check-ups

Health camps and stress management sessions

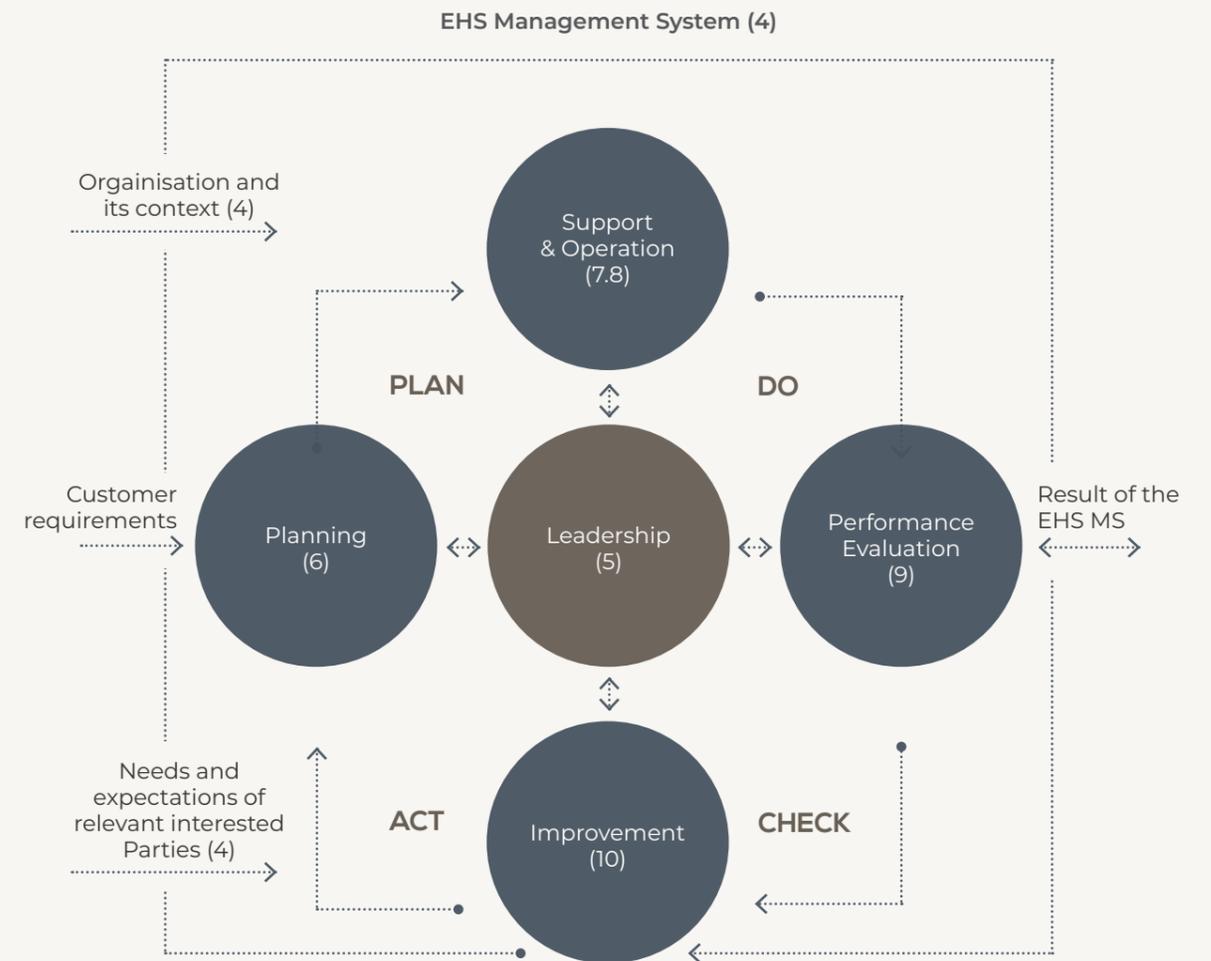
Eye checkup Camps

stress management sessions

Stress Yoga

We at Tata Realty go the extra mile to support the health and wellness of our workforce. These initiatives aim to empower our workforce with the knowledge and resources to maintain optimal health, both on and off the job site. By investing in the holistic well-being of our team members, we strive to create a safe, healthy, and supportive work environment conducive to personal and professional growth.

## NAVIGATING THE PATH TO WORKPLACE SAFETY – EHS MANAGEMENT SYSTEM



Our strategic implementation of the EHS Management System (EHS MS) at Tata Realty underscores our commitment to improving overall performance and providing a sound basis for sustainable development. We prioritize preventing work-related injuries and illnesses, managing EHS risks, and improving EHS performance. Integrated with

ISO 14001:2015, ISO 45001:2018, legal requirements, Tata Group principles, and industry best practices, our EHS MS is developed, controlled, and maintained through a comprehensive Document Management System comprising of EHS Manual, SOPs, and allied templates. Embracing a Plan-Do-Check-Act approach, we ensure continual

improvement across all activities, products, and services, extending beyond construction sites to camps. We conduct internal audits biannually to assess the performance of the EHS Management System.

Safety management at various project sites of Tata Realty is guided by the Corporate Environment, Health, and

Safety (EHS) Manual, which lays out detailed EHS plans specific to each project. These EHS plans include methods to manage and mitigate safety impacts effectively. At each project site, we establish a Project EHS Committee. Each project convenes a Project EHS Committee meet monthly to oversee implementation of EHS plans, chaired by the Project Head and inclusive of

equal representation from our workforce. The valuable insights and suggestions gathered during these meetings are diligently recorded and acted upon, enabling a culture of collaboration and accountability. We prioritize the active participation of suppliers, contractors, and workers in maintaining safety standards, recognizing them as pivotal stakeholders. Through

mechanisms such as safety committee meetings, investigation processes, suggestion schemes, and motivation and award/reward schemes, we ensure that all members of our workforce are actively engaged in promoting and enhancing safety practices on-site.

	FY 2022-23	FY 2023-24
Fatalities	0	0
Reportable injuries	0	0
LTIFR	0	0
Near misses	202	90

At Intellion Park, Gurgaon, we implemented an annunciator panel in the Facility Management Office to provide real-time alerts for fire pump operations, enhancing transparency and response times during emergencies.

Case Study

### IMPLEMENTATION OF GAS DETECTION SYSTEM IN STP PLANT ROOM

A HSE audit revealed that the STP (Sewage Treatment Plant) at Intellion Park, Gurgaon lacked a system to monitor harmful gases. This posed a significant risk to human safety and did not meet HSE audit requirements.

To address this issue, a gas detection system was installed in the STP plant room. The system includes sensors capable of detecting various harmful gases, providing real-time monitoring, and alerting personnel to any dangerous levels of gas concentration. The installation of the gas detection system allowed for continuous monitoring of harmful gases, enabling timely corrective actions, and significantly reducing the risk of exposure to toxic gases. This measure has greatly enhanced the safety of the working environment and ensured compliance with HSE standards.



## SAFETY TRAINING:



We ensure the development and execution of a comprehensive safety training program, recognizing its role in the success of our projects. Our approach involves crafting a project-specific training plan tailored to meet our requirements. We conduct comprehensive training sessions for both staff and workmen, guided by thorough assessments of training needs. Our detailed training plan including topics is documented in our project's Training Matrix. We incorporate various training modalities such as Induction Training, On Job Training, Off

Job Training, Toolbox Training, Fire Demos, and Height Rescue Demos to ensure comprehensive coverage. We also organize National Safety Week celebrations to promote awareness and emphasize the importance of safety practices across our organization. Through these events, we reinforce a safe and healthy working environment for all our employees and stakeholders.

**TRIL Conducted a total of 16,375 hours of training provided to workers on EHS**

## HAZARD IDENTIFICATION, RISK ASSESSMENT, AND CONTROL (HIRAC)

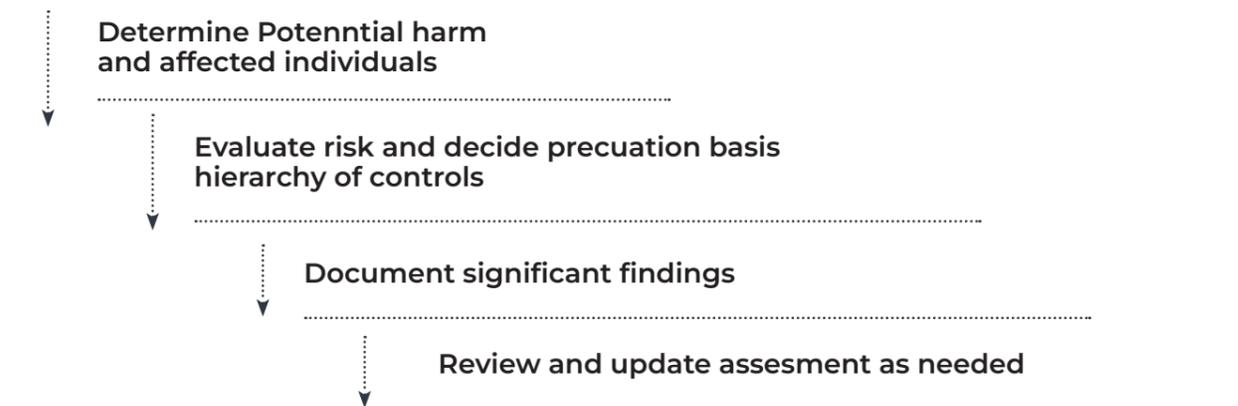
Hazard Identification and Risk Assessment (HIRA) is essential to our safety management system encompassing significant and critical activities, both routine and non-routine.

This detailed process covers the management of risks arising from OHS hazards. At Tata Realty, HIRAC is meticulously prepared by a committee

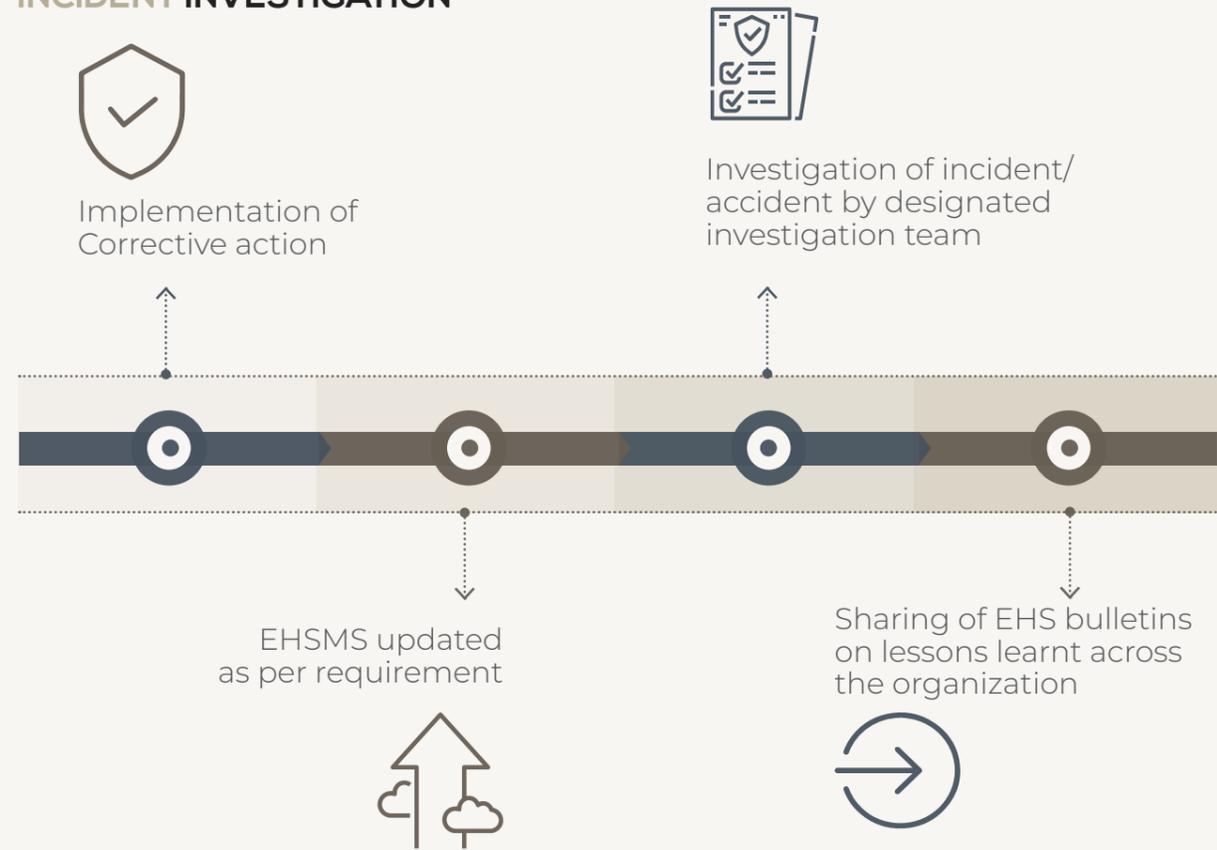
comprising representatives from operations, safety, and other pertinent departments, with active involvement from workers. This inclusive approach ensures diverse perspectives are considered, enhancing the effectiveness of risk mitigation strategies. Moreover, staff members undergo comprehensive training on HIRAC protocols,

empowering them to identify potential hazards and contribute proactively to maintaining a safe work environment. By prioritizing HIRA, we demonstrate our commitment to safeguarding the well-being of our workforce and mitigating risks across all facets of our operations.

### Identify hazards



## INCIDENT INVESTIGATION



## SECURING WELL-BEING AND SAFETY : IWBI - WELL CERTIFIED ASSETS

Our dedication to the health, safety, and well-being of our occupants is deeply ingrained in the essence of our operations, exemplified by our WELL-certified assets. Through the rigorous WELL Health and Safety Certification, an evidence-based third-party rating system, we meticulously ensure that our buildings are not just spaces, but environments that promote and safeguard health and safety.

Notably, Ramanujan Intellion Park in Chennai stands out as the beacon of excellence, being awarded the prestigious Platinum level WELL Core Certification. This accomplishment not only sets a new standard within our industry but also underscores our commitment to creating spaces that prioritize the well-being of our occupants.



Expanding beyond Chennai, our commitment to WELL extends across our commercial portfolio. Both Intellion Parks in Mumbai and Gurugram have secured WELL Gold Precertification, a testament to our consistent dedication to fostering healthy and productive work environments.

Furthermore, Intellion Edge in Gurugram and Intellion Square in Mumbai have achieved the WELL Health & Safety Rating from IWBI, solidifying our commitment to operational excellence in ensuring the well-being of our occupants. Tata Realty went beyond the mandatory standards to achieve these impressive distinctions. Here's a glimpse into their meticulous approach:

- Superior Air Quality: MERV 13 filters, UV lamps in air handling units, and low-VOC materials minimize organic gasses, creating a healthier breathing environment.
- Exceptional Drinking Water Quality: Rigorous testing and management practices ensure all drinking water sources meet stringent quality thresholds specified by the WELL Building Standard.
- Mold Prevention: A mold and moisture monitoring and management plan is implemented to address any potential issues on-site
- Focus on Health & Wellness: Nutritional education programs and activities

actively promote healthy habits and a holistic lifestyle.

- Promoting Movement: Aesthetically designed staircases with clear signage and artwork create an inviting atmosphere, encouraging the use of stairs and physical activity throughout the workday.
- Optimized Acoustics: Passing reverberation time testing specified by WELL ensures comfortable sound levels within various spaces for a focused and productive work environment.

The significance of WELL certification lies in its evidence-based approach, which explores the intricate connection between buildings and occupant health and well-being. Our attainment of WELL Core Certification at the Platinum level not only validates our efforts but also serves as a testament to our dedication to advancing occupant well-being. With only around 100 projects globally achieving this distinction, our accomplishment is a milestone and a reaffirmation of our commitment to setting new standards of excellence in prioritizing occupant health and safety across all our endeavours.

“By achieving Platinum level WELL Core Certification for its Ramanujan Intellion Park in the Chennai campus, Tata Realty and Infrastructure demonstrates leadership in advancing health and well-being at workplaces. Its approach to workplace wellness through the WELL at scale pathway sets an example to transform the healthy building market and models an optimal strategy for other real estate owners and operators to emulate in India.”

**Prateek Khanna**, Chief Operating Officer at IWB

# HUMAN RIGHTS



At Tata Realty, we are committed to respecting and supporting the fundamental human rights, dignity, and well-being of all members of our workforce, stakeholders, and value chain partners. We have established a comprehensive Human Rights Policy, developed in accordance with UN Guiding Principles (UNGPs) aligned with the Tata Code of Conduct, to underscore our commitment to protecting these rights. Our policy not only prohibits activities that may contribute to the violation of human rights but also mandates that we address any violations resulting from our operations, activities, and business relationships. We strictly prohibit child labour and forced labour, ensuring compliance with all applicable laws and adherence to legal requirements. We respect the

freedom of association and the right to collective bargaining, providing our employees with a voice in their workplace. Moreover, we maintain adequate working conditions and labour standards, prohibiting harassment and discrimination in any form. Additionally, we prioritize customer and employee privacy, safeguarding their personal information and confidentiality. As part of our ongoing effort to uphold human rights, we provide comprehensive training to all employees and security personnels on Tata Code of Conduct, which includes provisions on human rights. Through regular training sessions and educational materials, we ensure that our employees are equipped with the knowledge and skills to recognize and address potential

human rights issues effectively. We have established a robust grievance redressal mechanism to provide a platform for employees and stakeholders to voice their concerns and seek resolution in a fair and transparent manner. Our mechanism ensures that grievances related to human rights violations, workplace issues, or any other concerns are promptly addressed and resolved. Employees and stakeholders are encouraged to report grievances through various channels. We are committed to uphold the principles of fairness, equity, and justice, thereby promoting a positive and inclusive work environment for all. In FY 2023-24, we received zero complaints on human rights issues.

## POSH

**In FY 2023-24, we received zero complaints related to sexual harassments**

We are committed to creating a work environment free from sexual harassment and discrimination. In line with the Companies Act 2013, we have implemented a comprehensive Policy on Prevention of Sexual Harassment (POSH). Our Internal Complaints Committee (ICC) is tasked with addressing grievances related to sexual harassment in a fair and impartial manner, ensuring confidentiality and sensitivity throughout the process. Additionally, we provide

mandatory training on POSH to all employees, equipping them with the knowledge and tools to recognize, prevent, and address instances of sexual harassment. Through these proactive measures, we aim to cultivate a workplace culture that actively promotes respect, equality, and zero tolerance for sexual harassment.



# SUSTAINABLE SUPPLY CHAIN

We are committed to maintaining a sustainable supply chain that aligns with our corporate values of sourcing materials responsibly, reducing resource consumption throughout our construction projects, and engaging with suppliers who regard sustainability in their operations. It also involves ensuring that the infrastructure projects we develop have minimal negative impacts on the environment and surrounding communities, while contributing positively to economic and social development. We place a strong emphasis on sourcing locally, wherever feasible, to support local supplier development.

## STRATEGIC SUPPLIER SELECTION PROCESS

We collaborate closely with our suppliers to promote transparency and accountability throughout our supply chain, facilitating long-term partnerships built on trust and mutual respect. This includes a Vendor Empanelment Process to onboard suppliers who comply with our requirements of ethical practices, quality standards, and sustainability practices. With an emphasis on small and medium suppliers from marginalised communities, we ensure that our suppliers are chosen based on positive criteria that align with our strategic goals and values. Additionally, we implement a factory visit checklist for critical items, comprising EHS criteria including environmental protection and safety, and

prepare thorough factory inspection reports. Furthermore, we uphold the Tata Code of Conduct, requiring all suppliers adhere to ethical, environmental, and social standards such as fair labour practices, environmental regulations, and human rights principles.

## SUPPLIER EVALUATION

At Tata Realty, we implement robust supplier screening and evaluation processes to uphold our EHS (Environment, Health, and Safety) standards. Our procurement procedures integrate EHS clauses into supplier contracts, ensuring alignment with our EHS management system. Our procurement SOP outlines strict requirements for supplies, equipment, raw materials, and related services, emphasizing compliance to quality and EHS standards.

We diligently manage contractors and subcontractors, incorporating prequalification criteria that consider past EHS performance and existing practices. We communicate EHS clauses to contractors, detailing coordination with our EHS management system. Pre- and post-award EHS meetings facilitate clear expectations and identification of planning gaps. Mandatory document submissions, including method statements and emergency response plans, ensure preparedness. We support contractors through training and sharing templates while

conducting periodic audits and inspections to evaluate EHS implementation. Our comprehensive approach includes both rewards for compliance and penalties for non-compliance, reinforcing our commitment to EHS excellence throughout our supply chain.

## SUSTAINABLE PROCUREMENT

Through continuous improvement initiatives and innovative technologies, we aim to optimize resource efficiency and promote circularity within our supply chain. The prioritization of green materials during procurement is based on criteria such as sourcing within a 500 km radius, biodegradability, eco-friendliness, energy efficiency, water conservation, recycling of scrap, certification by IGBC, and other relevant factors.

**20%** of our total procurement budget allocated to purchasing materials from local suppliers



At Tata Realty, we implement robust supplier screening and evaluation processes to uphold our EHS (Environment, Health, and Safety) standards.

**73.84%** of input materials sourced sustainably

**60.40%** total spent on procurement of green materials

**94%** rating in Voice of Partner (VoP) Survey in FY 2023-24

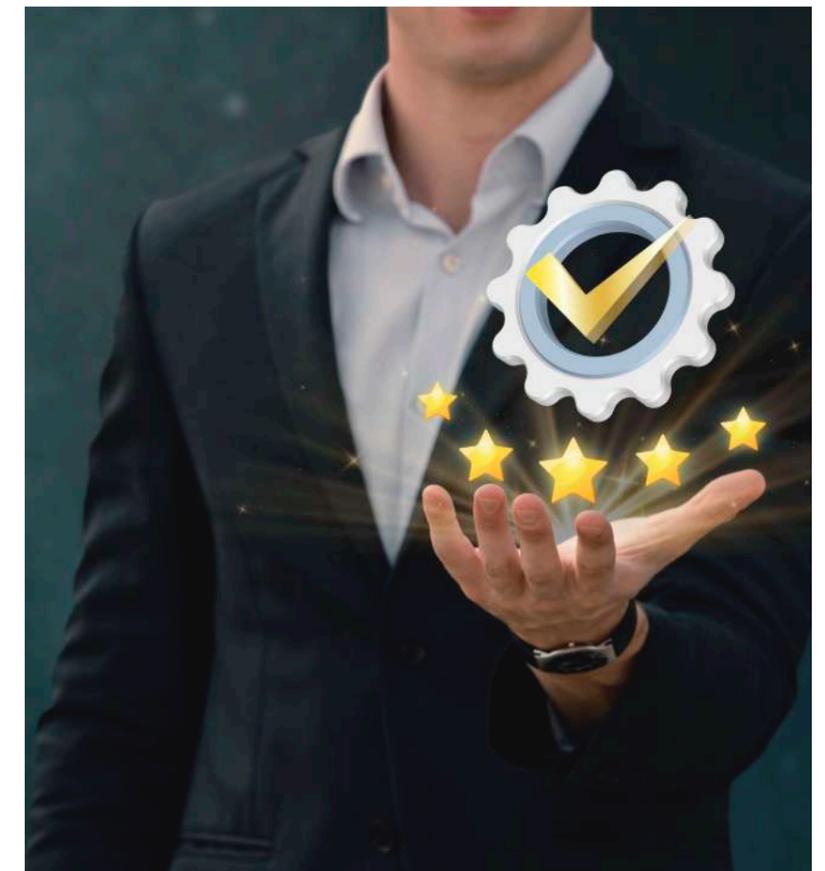
Our green material can be categorised within the below mentioned categories.

## GREEN MATERIAL CATEGORIES

Sustainable Sourcing	Share
500 KM Distance	27%
Biodegradable	1%
Eco Friendly Products	0.1%
Energy Saving	28%
Fly Ash Material	1%
FRLS Cables	0.1%
FSC Certified Wood	1%
IGBC Certified	3%
Pollution Control	6%
Recycled Scrap Material	14%
Scrap Wood & Reusable Plastics	0.1%
Water Efficient Products as per IGBC	17%

## SUPPLIER SATISFACTION

Supplier satisfaction is paramount to us, as we strive to cultivate strong partnerships and ensure mutual benefits. By engaging open communication and responsive support, we create an environment where suppliers feel valued and empowered to contribute.

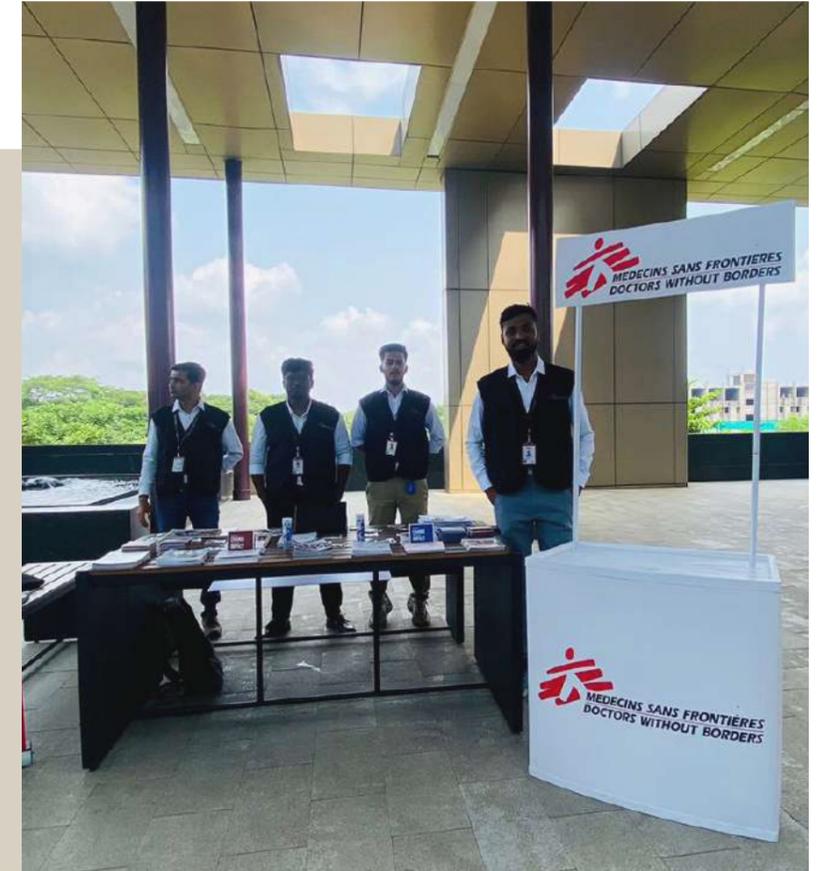


# CUSTOMER CENTRICITY TENANT ENGAGEMENT

Tenant engagement at Tata Realty goes beyond mere occupancy; it's about developing vibrant community where everyone feels connected and valued. Through a variety of events and celebrations, we create opportunities for tenants to come together, socialize, and build lasting relationships. From the exhilarating Futsal League and energizing dance fitness sessions to festive celebrations, karaoke nights, and skill-based contests, there are engaging experiences for every tenant to participate in. We also organize mental health awareness drives to support the well-being of our tenants. Additionally, our participation in initiatives like Earth Hour underscores our commitment to sustainability and global citizenship. Through such compelling activities, we create a dynamic and inclusive environment where tenants can thrive.

## MIND MATTERS

In observance of world mental health day, we partnered with 'Doctors without Borders' to host a stress management & Health Awareness Drive at intellion square (Mumbai) and Ramanujan intellion park (Chennai). This event was held to promote community well-being, providing attendees with avenues to manage stress and set out on a transformative journey towards holistic health. we saw active participation from over 3000 attendees.



## A CHESS WITH MANY QUEENS

We inspired inclusion on international women's Day to address historical gender disparities and promote inclusivity. By reimagining the traditional male - dominated preception of chess and painting and equal number of pieces in pink, the event symbolized gender equality. It emphasized the importance of inclusion and collective effort in achieving true victory, highlighting the significance of gender equality.



# CHAMPION

## INTELLION FUTSAL LEAGUE 3.0 - 2024

### FUTSAL LEAGUE 3.0

Building on the success of last year's edition, the Futsal League returned to Intellion Park Ramanujan, Chennai, and Intellion Park Gurugram for its third installment, elevating the experience. The league saw a staggering participation of 562 individuals forming 70 teams over 5 days (3 days in Chennai and 2 in Gurugram), unfolding with fierce competition and camaraderie. Embracing sustainability, the league live-streamed all matches, allowing friends, family, and colleagues to partake in the excitement from afar. Medals crafted from coconut and sustainable fabric branding replaced traditional materials, reducing plastic waste, and showcasing the league's commitment to environmental stewardship. The Intellion Futsal League 3.0 was an unforgettable blend of sportsmanship, entertainment, and sustainability, where fun, engagement, and camaraderie took center stage!

### INTELLION+ APP #POWEROFPLUS



We launched Intellion + app; our new app designed to revolutionize the workday experience for our tenants. Intellion+ aims to streamline and enhance workplace dynamics, emphasizing convenience, productivity, and personalized experiences for its users. The app reflects a strategic shift towards cultivating "Smart" workspaces, unifying fragmented systems into an intuitive platform. Intellion+ offers effortless access to a comprehensive suite of amenities and services within Intellion office parks, accompanied by real-time updates and curated offers.

### SONIC IDENTITY FOR INTELLION OFFICES

We have introduced an innovative sonic brand identity across all our operational assets, crafted by the pioneering BrandMusiq. This initiative enhances brand recognition and creates a seamless, emotionally resonant experience across all touchpoints. Reflecting the archetypes of a dominant ruler and sub-dominant creator, the new sonic branding embodies courage, compassion, and laughter, in alignment with Intellion's core values of leadership, innovation, and empathy. The Tata Realty MOGO is more than just a branding initiative; it's an immersive sonic journey that sets the company apart as a compassionate and reliable presence in the industry. Designed to resonate deeply with audiences, BrandMusiq's exquisite attention to detail shines through in the Tata Realty MOGOSCAPE. This carefully crafted soundscape seamlessly blends traditional elements with modern sensibilities, creating a harmonious fusion of sound that captivates and inspires. This blend symbolizes authority, innovation, and our forward-thinking approach to smart, secure, social, and sustainable real estate practices.



## TENANT TRAINING

As part of our tenant training efforts, we emphasize the safety and well-being of our occupants. Through interactive fire drills and demonstrations, we align with the standards set forth in the National Building Code of India, ensuring that our tenants are well-prepared in the event of an emergency. Additionally, we provide comprehensive education on mandatory guidelines and house rules, empowering our occupants to seamlessly navigate fit-outs, relocations, and operational procedures. Through our culture of awareness and preparedness, we promote a collaborative

environment where every tenant plays an active role in maintaining a secure and efficient workplace.

## TENANT SATISFACTION

We conduct a comprehensive tenant satisfaction survey annually to gather valuable insights into the experiences and perspectives of our occupants, enabling us to continuously refine and improve our offerings to better serve their needs. This survey encompasses an array of factors including the services offered, facilities provided, and sustainability measures adopted by the facility.

**95.3%**  
Average  
CSAT Score  
achieved in  
FY 2023-24



# CARING FOR COMMUNITIES

At Tata Realty, we are committed to being catalyst of positive transformation in the communities where we work. Our Corporate Social Responsibility endeavours are focused on addressing critical societal issues and contributing to the well-being of communities. We actively engage with our stakeholders to implement sustainable practices and ensure collaboration to maximize our impact. Our commitment to sustainability contributes to the social, economic, and environmental development of local communities.

## 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.**

## CSR MISSION



Addressing marginalized stakeholders



Understanding stakeholder's needs and expectations



Addressing social challenges in communities



Creating far reaching impact on environment and communities



Involve employees through volunteering opportunities



In a free enterprise, the community is not just another stakeholder in business but is in fact the very purpose of its existence.

**Jamsetji Tata**

## CSR FRAMEWORK

Our commitment and initiatives towards community development is guided by our CSR Policy which has identified four key focus areas Health, Education, Environment Protection, Livelihood, and Public Welfare (H.E.L.P). These pillars represent our commitment to addressing critical societal needs and making a tangible difference in the lives of the people we serve.

Our CSR Policy defines the operational framework and provides a clear pathway for undertaking CSR initiatives. This policy sets out the rules and guidelines to be adhered

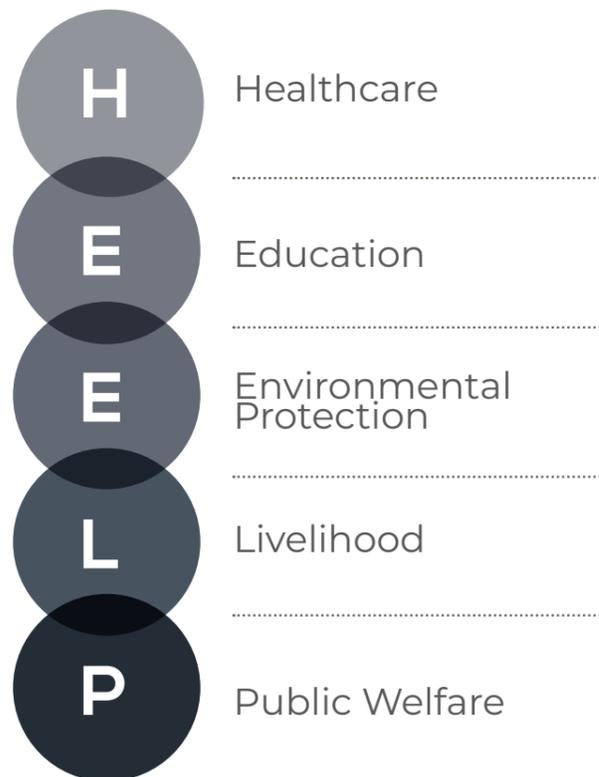
to while planning and implementing CSR activities, ensuring alignment with the areas specified under Schedule 7 of the Companies Act 2013. By following these guidelines, we contribute towards achieving the larger UN-Sustainable Development Goals (SDGs) by 2030. Additionally, the policy ensures the timely and appropriate utilization of our financial and human resource.

By adopting a participatory approach, we actively involves community members during need assessment and decision-making processes. By considering local perspectives,

knowledge, and priorities, this inclusive method enhances the sustainability of our programs. Community participation in project planning, implementation, and evaluation fosters a sense of ownership and empowerment.

We place great importance on addressing the concerns and grievances of our stakeholders, and we diligently examine any feedback received through Tata Realty's grievance mechanisms or through NGO partners implementing our CSR initiatives.

### CSR FOCUS AREAS OF TATA REALTY



Our CSR strategy aligns closely with the Tata Group's CSR framework, reflecting our shared commitment to responsible business practices and ethical conduct. By focusing on these key areas and leveraging our resources and expertise, we aim to drive positive social impact and contribute to the holistic development of society.

CSR Pillar	CSR Thrust Area	UN SDG Alignment
<b>Healthcare</b>	To raise awareness about sanitation and hygiene practices through targeted campaigns and addressing critical health issues in marginalized communities	
<b>Environment Protection</b>	To create positive environmental impact through initiatives focusing on renewable energy, circular economy, biodiversity management, natural resource management, and mitigation of climate change effects.	
<b>Education</b>	To promoting education, particularly among marginalized groups, to empower them to improve their living standards and overall quality of life.	
<b>Livelihood</b>	To enhance employability by providing skill development opportunities and supporting entrepreneurship ventures.	
<b>Public Welfare</b>	To undertake special projects based on immediate community needs, particularly focusing on disaster relief efforts and strengthening community resilience in the face of natural disasters.	



**SOCIAL PROTECTION FOR WORKERS:**

**855**  
construction workers have successfully registered

The building and other construction workers (BOCW) constitute one of the largest categories of workers in the unorganized sector. At Tata Realty our objective is to guarantee the registration and delivery of social security schemes to migrant workers, underscoring our steadfast commitment to safeguarding their rights and well-being. At all our construction sites pan

India we have partnered with NGO Jan Sahas to facilitate the registration of workers for Building and Other Construction Workers (BOCW) cards and other essential social security benefits, ensuring access to eligible entitlements. Through these efforts, TRIL demonstrates its dedication to supporting and empowering the workforce within our projects and communities.



**356**  
applicants submitting for social security schemes

**170**  
benefits received

**PROJECT SHIKSHA**

**3,751**  
Students Benefited

**1,270**  
SC/ST Students Benefited

**114**  
Teachers trained

**10**  
Govt. School Impacted



This program is aimed at improving the quality of education and increasing access to technology in government schools. The program focuses on providing digital infrastructure and resources to enable students to learn through interactive, engaging, and immersive digital content. It aims to bridge the gap between private or and public and provide a solution to the asymmetric learning outcomes

across India's education landscape. In FY 2023-24 we implemented this initiative in 10 Government schools of Pune, Maharashtra by partnering with NGO YuvaUnstoppable and technology partner Teachmint to make Project Shiksha successful and impactful. As we are committed to Tata Affirmative Action Program (TAAP), through this project we aimed at promoting access to quality education to SC/ST students.

**The overall solution comprises of two key elements:**

- Smart Classroom infrastructure in each school with
  1. One Interactive Flat Panel
  2. One TeachShala Offline App
- Capacity Building through Teacher Training workshops

**SCHOLARSHIP SUPPORT TO FEMALE STUDENTS**

In FY 2023-24 we continued our support to the ongoing Vidyasaarathi a technology-enabled initiative by Protean eGov Technologies Limited (formerly NSDL e-Governance infrastructure limited). This programme aims to bridge the

gap in education finance in the country through an online platform.aim to promote female participation in the construction industry by offering scholarships to girl students pursuing B.Tech (Civil) and B.Arch degrees, actively encouraging gender

diversity and empowerment within the sector. In FY 2023-24, we renewed 4 scholarships amounting to Rs. 3.18 Lakhs demonstrating our commitment to supporting female participation in the construction industry.



## PROJECT PAANI

### SUSTAINABLE MANAGEMENT OF WATER RESOURCES

**529**  
Direct Beneficiaries

**1,280**  
Indirect Beneficiaries

**26.57 ML**  
Water Storage Capacity Enhanced

Through this initiative we are committed to promoting community-led sustainable management of water resources in rural Bengaluru. This program, in partnership with Mysore Resettlement and Development Agency (MYRADA), has been carried out across 10 villages of Anneswar Gram Panchayat, emphasizing local empowerment and environmental stewardship as its core objectives.

The project covers a wide range of activities, including water quality monitoring, habitat restoration, community engagement, and educational

programs. It involves collaboration with local stakeholders, government agencies, and environmental organizations.

The key interventions carried out in this project are soil and water conservation initiatives such as rejuvenation of lakes and tanks (O2) through desiltation and building Farm Ponds, trench cum bunds, borewell recharge pits etc. Along with this awareness session on sustainable agriculture practices and exposure visit was conducted for villagers and members of farmers club.



### LAKE RESTORATION AND BIODIVERSITY ENHANCEMENT

In FY 2023-24 we adopted a lake Pazhar near Pimpri-chinchwad in Maharashtra with an aim to enhance groundwater recharging capacity of the lake by dewatering, desilting and constructing embankment and repairing existing bunds. This will result in approx. 35% increase in groundwater recharge and a

significant rise in water storage capacity by 22,559 kilolitres. Through this project 2000 individuals of the neighbouring village will also be benefitted and 2 nested islands will be constructed in the lake to create bio-diversity hot spot for the city. This is a multi-year project to be completed in FY 2024-25.



## PROJECT CIRCULAR REALTY

**60.20**  
Tonnes C&D waste Collected

**55**  
Tonnes C&D waste Recycled

**495**  
Beneficiaries impacted

The effective management of construction and demolition (C&D) waste is crucial for India, given the country's rapid urbanisation and booming infrastructure development. Rapid urbanisation in Bengaluru has led to an overwhelming increase in C&D waste, outpacing the city's waste management infrastructure. Inadequate segregation and poor knowledge about C&D waste disposal results in illegal dumping and environmental degradation. To address these issues Tata Realty partnered with

NGO Saahas for project Circular Realty to demonstrate how some of the gaps in the system can be addressed. The project's goal was to raise awareness and facilitate the collection of C&D waste from residents (non-bulk generators) in the city of Bengaluru. In FY 2023-24 Our efforts have impacted 495 beneficiaries, resulting in the collection of 60.20 tonnes of C&D waste from households. Remarkably, 55.29 tonnes of this waste have been recycled/reused.



## PROJECT SAMARTH

### SKILL DEVELOPMENT TRAINING PROGRAMME

This programme is a collaborative effort between Sambhav Foundation and Tata Realty, aims to create entry-level employment opportunities for marginalized youth aged between 18 and 25 years in Velachery and Tharamani, in Chennai, Tamil Nadu. The program was aimed at enhancing youth employability

as Front Office Associates. The program established training centres, mobilised candidates, and utilised innovative teaching methods to deliver practical, hands-on learning. Enrolling 302 candidates in total, 84.44% were assessed, all of whom achieved certification, with 68.63% securing job placements.

**302**  
Total Candidates  
enrolled in the  
program

**200**  
Hours of training  
was given to  
candidates  
- both theoretical  
and practical

**10k - 20k**  
97% of the  
candidates  
earned in this  
range post  
placement



**VOLUNTEERING**

**5,992**  
Hours of  
employee  
volunteering

**15.66 PCVH**  
(per capita  
volunteering  
hours) achieved  
in FY 2023-24

Tata Realty advocates its employees to contribute their time and skills to support communities in need, creating a culture empathy, compassion, and a sense of purpose. We believe in the power of giving back and making connections that transcend borders and cultures. Volunteering is a keyway we channel our commitment to "giving back" and it is central to our Employee Value Proposition. We are aligned with the Tata Group's vision to be a leading global corporate volunteering program by 2025 and achieve 4 PCVH per annum. Understanding the enriching benefits of social volunteering for both individuals and communities, we offer up to 5 days of paid volunteering leave per year. Our Volunteering Policy includes all our employees, contract staff, family members, retired employees, and temporary staff.

Volunteering opportunities at Tata Realty are curated through a democratic and inclusive approach. Passionate volunteers form committees at regional and project site levels, bringing together individuals from diverse backgrounds to plan and execute events. Apart from the monthly volunteering opportunities this year we celebrated Tata Volunteering Week (TVW 20) with numerous volunteering events such as blood donation camps, tree plantation, visit to opharnage, support animal welfare, etc. Volunteering opportunities at TRIL range from individual initiatives to corporate activities organized throughout the year, including Tata Volunteering Week (TVW) and the ProEngage Program. Tata ProEngage offers projects tailored to volunteers' skills, accommodating both short-term and long-term commitments.





## A FOR OUR A EXCELLENCE



The Tata Sustainability Group hosts the Tata Group Volunteering Conference (VOLCON), a prestigious event held to celebrate the rich legacy of giving back through volunteering within the Tata Group. VOLCON serves as a platform to unite Tata leaders, volunteering SPOCs, and champions, encouraging collaboration and inspiring collective action towards social impact.

At the heart of VOLCON lies the spirit of recognition and appreciation for exemplary contributions to volunteering efforts. In FY 2023-24 Tata Realty received prestigious accolades in the small size company category.

Through these accolades, Tata Realty exemplifies its corporate social responsibility and community engagement efforts, embodying the ethos of the Tata Group's philanthropic endeavors.



- Highest Number of Volunteering Hours
- Highest Per Capital Volunteering Hours
- Highest Number of Hours clocked during Tata Volunteering Week 2018
- Highest Number of Hours clocked during Tata Volunteering Week 2019
- Award for SPOC Hero

# 05

## LEADING WITH INTEGRITY

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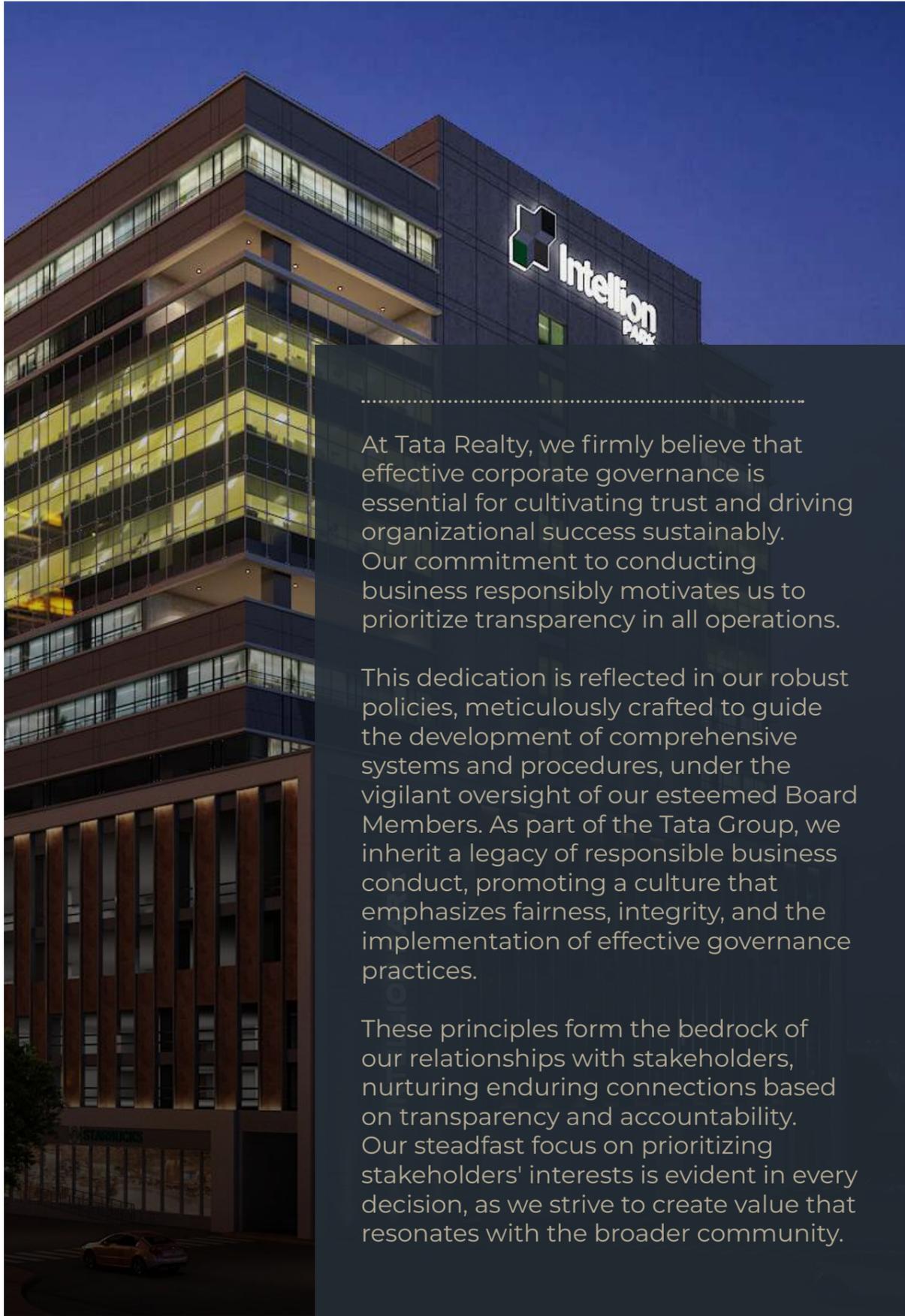
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At Tata Realty, we firmly believe that effective corporate governance is essential for cultivating trust and driving organizational success sustainably. Our commitment to conducting business responsibly motivates us to prioritize transparency in all operations.

This dedication is reflected in our robust policies, meticulously crafted to guide the development of comprehensive systems and procedures, under the vigilant oversight of our esteemed Board Members. As part of the Tata Group, we inherit a legacy of responsible business conduct, promoting a culture that emphasizes fairness, integrity, and the implementation of effective governance practices.

These principles form the bedrock of our relationships with stakeholders, nurturing enduring connections based on transparency and accountability. Our steadfast focus on prioritizing stakeholders' interests is evident in every decision, as we strive to create value that resonates with the broader community.

50%	16.6%	3	62 years	3.8 years
Independent Directors	Female Board Members	Committee Chairs occupied by women.	Average age of Directors	Average Length of the terms of Office
<b>STRATEGIC PILLARS</b>	<b>MATERIAL TOPICS</b>	<b>STAKEHOLDERS IMPACTED</b>		
Responsible Value Chain Governance	Corporate governance	Investors		
Respect Lives	Technology and innovation	Employees		
	Brand management	Media		
	Business ethics			
	Accountability and transparency			
	Risk management			
	Statutory compliance			
<b>Target</b>		<b>Progress as of FY24</b>		
100% employees to be trained for Tata Code of Conduct, POSH policies annually		95% of all employees trained annually		

**UN SDGs**



# CORPORATE GOVERNANCE

Our strive towards keeping things transparent and driving the organisation to create value starts at our Board level. Our governance framework enables us define roles and responsibilities and seamlessly drive every initiative that focuses on aligning our organisation with Tata's philosophy of governance, that is to ensure fair, transparent, accountable, and ethical management in order to protect the interests of all stakeholders, including shareholders, employees, customers, vendors, regulators, and society.



# BOARD OF DIRECTORS

Our Board of Directors collectively possess years of diverse industrial experience, guiding strategy and planning at TRIL. Committed to nurturing a sustainable business, our Board prioritizes transparent and ethical practices. Their deep understanding of the sector, evolving regulations, changing market conditions, and customer requirements empowers us to deliver the spaces our tenants and customers require.



**Mr. Banmali Agrawala**

Chairman  
NRC (M)

Mr. Agrawala, a seasoned mechanical engineer, brings over three decades of global leadership experience in the Energy sector, having held significant roles at Wartsila, BioPower Industries, and GE. He is an active member of the Confederation of Indian Industries (CII), and served in top positions at CII. He has held several official positions within CII such as Chairman of the Western Regional Council and is currently a Member of CII's National Council. Within Tata Sons, Mr. Agrawala has held executive positions at Tata Power and currently serves as President of Infrastructure and Defense & Aerospace at Tata Sons Limited. He is a Mechanical Engineering graduate from Mangalore University and an alumnus of the Advanced Management Programme of Harvard Business School.



**Mr. Sanjay Dutt**

Managing Director & CEO;  
Non-Independent,  
AC (M), SRC (M), RMC (C)

Mr. Dutt brings 23 years of extensive experience from leading real estate consulting firms such as Cushman & Wakefield, JLL, and CBRE. As Managing Director and CEO of TRIL, he oversees the development and management of 37 million sq. ft. of residential and commercial properties spanning 15 cities and 20 projects. As the MD & CEO for Tata Realty & Infrastructure Ltd and Tata Housing Development Company Ltd, he has been the key architect in transforming Tata Realty into a pioneer in the Real Estate sector. With a contagious level of energy and an undying passion for challenges, He is responsible for directing Tata Realty's business vision and managing the business operations with overarching strategic planning and execution. He holds a Post-Graduate degree in Marketing & HR from the International Management Institute. He is Chairman of APREA Asia - Advocacy Committee, President Elect of NAREDCO Maharashtra, Co-Chairman of ASSOCHAM, and a member of CoreNet Global.



**Mrs. Sandhya Kudtarkar**

Independent Director  
AC (C), NRC (C), SRC (C), RMC (M)

Mrs. Kudtarkar is a Commerce graduate, qualified Chartered Accountant & Company Secretary and has worked with the Tata Group since March 1982. Having held various positions in the Secretarial function with Tata Steel, she was the Company Secretary of Tata Steel from June 1994 till October 2001 when she moved to the Group Legal Department. She retired from Tata Services Ltd from the position of Sr. Vice President - Legal Services in April 2018. She currently holds directorship in many Companies.



**Mr. Prabhakar Panda**  
Independent Director  
AC (M), SRC (M)

Mr. Panda is M.A in political science from Utkal University, Bhubaneswar. He has completed Postgraduate diploma in Human Resources Management/MBA from Osmania University. He also has a Ph. D in Economics (Political Governance of Public Funds) from Delhi University. Mr. Prabhakar Panda was also associated as Director with Hitech-Medical College and Hospital, Bhubaneswar for past 15 years. He is currently involved with selection/recruitment & organizing and attending seminars and meetings, bringing up new projects and research programs and deal with problems linked with Government and Government Organizations. He has also been co-authored to a book named as "Political Economy" published by Asish publication house, New Delhi. He has also received an Award in field of Cultural and Organizational work from 'Chinta-O-Chetana' in 1998.



**Mr. Sudip Mullick**  
Independent Director  
AC (M), NRC (M), RMC (M)

Mr. Mullick is a Partner in Khaitan & Co. in the Real Estate and Construction Practice Group in the Mumbai office. His expertise amongst others lies in real estate matters, construction contracts and disputes arising out of construction contracts and in matters relating to the hospitality industry. Mr. Sudip Mullick has often appeared before various courts and in arbitration proceedings for developers, contractors, corporate and institutional clients on disputes pertaining to real estate, construction contracts and other commercial contracts. Mr. Sudip Mullick is an independent Non-Executive Independent director on the Board of many Companies.



**Mr. Ankur Dalwani**  
Director\*

Mr. Dalwani is Senior Vice President, Group CFO Office at Tata Sons Private Limited. Mr. Dalwani has more than 25 years of experience in Corporate Finance & Strategy, Investment Banking & M&A and Lending 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. Prior to joining the Tata Group, he was Business Head for Real Estate Lending at L&T Finance where he successfully grew the loan book in a difficult macro environment. By qualification, he is MBA (Finance) from S.P. Jain Institute of Management & Research, Mumbai and Bachelor in Engineering from National Institute of Technology, Rourkela.

**AC – Audit Committee,**  
**NRC – Nomination and Remuneration Committee,**  
**SRC – Stakeholder Relationship Committee**  
**RMC – Risk Management Committee**

**(C) – Chairman**  
**(M) - Member**

\*Note: Mr. Ankur Dalwani (DIN:10091697) resigned from the post of Non-executive Non-Independent Director of the Company w.e.f 14th May 2024.

## Board Committees

Our board committees play a crucial role in driving effective governance and oversight at TRIL. We have four key committees dedicated to upholding transparency and accountability:

AUDIT COMMITTEE:	NOMINATION AND REMUNERATION COMMITTEE:	STAKEHOLDER RELATIONSHIP COMMITTEE:	RISK MANAGEMENT COMMITTEE:
This committee oversees financial reporting, internal controls, and compliance to ensure accuracy and transparency in TRIL's financial operations.	Responsible for identifying and appointing qualified directors and senior executives, this committee ensures fair and transparent remuneration practices aligned with TRIL's objectives.	Focused on engaging with stakeholders, this committee ensures effective communication and addresses concerns to maintain strong relationships built on trust and transparency.	Tasked with identifying, assessing, and mitigating risks, this committee helps TRIL navigate challenges and uncertainties while safeguarding the organization's interests and sustainability.

These committees, led by experienced directors, are instrumental in promoting good governance practices and supporting TRIL's overall strategic objectives. For more information on Board Committees kindly refer to Annual Report FY 2023-24.

### Board Nomination

We focus on nominating board members who embody our principles of sustainability, ethical governance, and social responsibility. We look for individuals with strong expertise and leadership qualities, as well as a dedication to our economic, environmental, and social goals. This ensures our board reflects our broader sustainability objectives and promotes diversity, accountability, and long-term value creation.

board processes, information and functioning, etc.

The performance of the committees was evaluated by the board after seeking inputs from the committee members on the basis of criteria such as the composition of committees, effectiveness of committee meetings, etc.

The above criteria are broadly based on the Guidance Note on Board Evaluation issued by the Securities and Exchange Board of India on January 5, 2017.

### Board Evaluation

The Board of Directors had carried out an annual evaluation of its own performance, board committees, and individual directors pursuant to the provisions of the Act.

The performance of the board was evaluated by the board after seeking inputs from all the directors on the basis of criteria such as the board composition and structure, effectiveness of

The Independent Directors held a meeting of Independent Directors on May 24, 2023 for FY 2023 - 24 without present of non-independent directors and shared their views for evaluation amongst themselves over the performance of Non-Independent Directors, the Board as a whole and the Chairman of the Company, taking into account the views of Executive Directors and Non-Executive Directors.



We focus on nominating board members who embody our principles of sustainability, ethical governance, and social responsibility.

The Board and the Nomination and Remuneration Committee reviewed the performance of individual directors on the basis of criteria such as the contribution of the individual director to the board and committee meetings like preparedness on the issues to be discussed, meaningful and constructive contribution and inputs in meetings, etc. The Chairman also had one on one meeting with Chairperson of Nomination and Remuneration Committee discussing the performance of the Board.

In the Board meeting and meeting of Nomination and Remuneration Committee, the performance of the board, its committees, and individual directors was also discussed. Performance evaluation of independent directors was done by the entire board, excluding the independent director being evaluated.

**Key Managerial Personnel**



In the Board meeting and meeting of Nomination and Remuneration Committee, the performance of the board, its committees, and individual directors are discussed.



**Board Remuneration**

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

**Management**

Our management team is responsible for implementing all policies, driving initiatives, and ensuring the achievement of our set targets and goals.

**ESG GOVERNANCE**

ESG governance at Tata Realty is structured to ensure effective oversight and implementation of our sustainability initiatives. Led by the executive committee, our sustainability governance framework encompasses regular monitoring, evaluation, and

strategic decision-making to uphold our commitment to sustainable and responsible business practices. This governance structure emphasizes accountability, transparency, and adherence to national and global standards

and frameworks. Through quarterly performance reviews and biannual updates to the board, we ensure that our sustainability efforts remain aligned with our organizational objectives and stakeholder expectations.



## ESG POLICY

Tata Realty stands resolute in operating in a manner that positively influences the planet and people, which is reflected in our ESG (Environmental, Social, and Governance) Policy. This policy aims to ensure sustainable and responsible business operations, assessing various aspects of our impact and managing associated risks. It extends to all employees, contractors, and value chain partners and conforms to the Tata Code of Conduct, Tata Sustainability Policy, Companies Act 2013 regulations, and global disclosure frameworks such as GRESB, BRSR, ISO 14001:2015, and ISO 45001:2018.

Our ESG Policy Guidance Document outlines the specific actions to be taken across various aspects of ESG

considerations to fulfil our commitments. It provides a roadmap for implementing the ESG policy effectively, ensuring alignment with our sustainability goals. By detailing the actions to be focused on and implemented under each aspect of E, S, and G, this document serves as a practical tool to guide our efforts towards achieving our stated commitments.

For more details kindly refer to our ESG Policy and ESG Guidance Document on the website <https://tatarealty.in/investor-info>

### POLICIES

In addition to our ESG Policy, we have implemented a range of other policies to support ethical and responsible business practices. Our policies serve

as a comprehensive guide for sustainable practices within Tata Realty operations, covering various aspects of environment, social, and governance. These policies ensure a safe and fair working environment, promote integrity and transparency in our operations, and uphold the dignity and rights of all individuals involved in our activities. They also guide our interactions with partners and suppliers, ensuring that they adhere to our high standards of sustainability. We regularly review and update our policies to ensure alignment with latest regulations and adherence to evolving standards and frameworks.

Kindly refer our website to know more details of all our policies.

Health, Safety and Environment (HSE) Policy	Quality Policy	Vigil Mechanism
Corporate Social Responsibility Policy	Tata Realty Volunteering Policy	Remuneration Policy
Archival Policy	TRIL Risk Management Policy	ESG Policy
Human Rights Policy	Policy on Determining Material Subsidiaries	Related Party Transaction Policy
Appointment of Independent Director	Familiarisation Programme Policy	Whistle Blower Policy

## BUSINESS ETHICS

At Tata Realty, we actively encourage stakeholders to voice concerns regarding integrity and unethical conduct. Adhering to the Tata Code of Conduct, we prioritize fair and transparent business practices, creating trust among stakeholders. This code enables us to safeguard their interests, mitigate conflicts of interest, and ensure a safe, healthy work environment. We extend these ethical standards to our value chain partners. We have an effective mechanism in place to prevent and mitigate conflicts of interest, ensuring decisions are made in the best interest of all parties involved. In FY 2023-24, we received zero business ethics complaint demonstrating our commitment

to ethical governance and accountability.

Additionally, we uphold a zero-tolerance approach towards bribery and corruption in all our operations, ensuring our business conduct remains ethical and transparent at all times. Any potential incidents of corruption are promptly investigated and addressed to maintain the integrity of our organisation. In FY 2023-24, we noted zero incidents of corruption.

### Business Ethics Survey 2023

In 2023, we conducted an extensive online survey spanning from October to December,

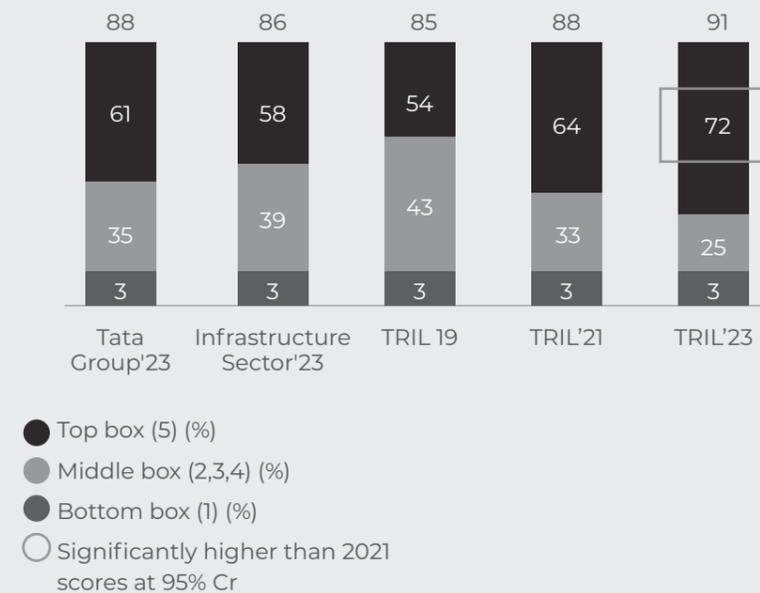
focusing on an ethics module that engaged our Employees, Associates, Suppliers, and Dealers. The objective was to gather insights into various aspects of our business ethics environment, specifically:

1. Leadership Engagement
2. Environment for Ethics
3. Awareness & Training
4. Ethics Counsellor's Role
5. Systems & Process

We performed a comparative analysis against other Tata Group companies based on surveys carried out from 2021 to 2023, with a particular emphasis on TRIL's performance in 2023.

### Outcomes of the survey

Company Score (Indexed to 100)



**Top Box %** - The percentage of respondents who have given the highest rating to a statement

**Bottom Box %** - It is the percentage of respondents who have given the lowest rating to the statement.

**Middle Box %** - Percentage of respondents who rated neither agree nor disagree strongly but are largely neutral.

This essentially shows the overall perception of the respondents on the statement with regards to the company.

TRIL's indexed scores have experienced a significant uptick, now standing at 91 with a 95% confidence interval. This demonstrates a heightened level of positive engagement and improved perceptions of TRIL's initiatives in the infrastructure sector. These outcomes reflect our commitment to maintaining high standards of business ethics and the effectiveness of our ethical practices and policies

## COLLECTIVE BARGAINING RIGHTS

Throughout the reporting period, our workforce did not have any recognized unions, and as a result, there were no formal collective bargaining agreements in place. However, we place a steadfast emphasis on maintaining open and regular channels of communication between management and employees. This approach ensures that we comply with relevant regulations while nurturing

positive employee relations and addressing any concerns effectively. Our commitment remains resolute in upholding labour rights and promoting constructive dialogue within our workforce.



## DATA PRIVACY AND SECURITY



**A Rated  
Attack Surface  
Score**  
.....  
**Nil  
Data Breaches**

## REGULATORY COMPLIANCE

Tata Realty upholds strict regulatory compliance across all operations. We ensure adherence to relevant laws, regulations, and industry standards. Our commitment to compliance is integral to maintaining trust with stakeholders and generating a responsible and ethical business environment. In FY 2023-24, we received 'Zero' complaints.

### Grievance Handling Mechanism

Tata Realty maintains an effective grievance handling mechanism to address concerns promptly and fairly. Employees and stakeholders are encouraged to raise grievances through designated channels. We prioritize transparency and accountability in resolving issues, cultivating a supportive and inclusive workplace culture. In FY 2023-24, we received Nil for shareholders complaints

At Tata Realty, we maintain a continuous focus on data privacy and security throughout our operations. We leverage advanced technologies to enhance capabilities and convenience while conducting regular risk assessments to ensure robust security preparedness. Our employees undergo ongoing training in information security protocols, equipping them with the skills to uphold data integrity and confidentiality. Our

Security Operations Center (SoC) implements a range of tools and applications to safeguard data and maintain a secure environment for our stakeholders.

Our commitment to data privacy and security is integral to our operations, and we remain dedicated to investing in innovative solutions to mitigate risks and maintain trust with our clients, vendors, and employees.

# 06 ANNEXURE

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## Independent Assurance Statement

To the Directors and Management  
Tata Realty and Infrastructure Limited, E Block, Voltas Compound,  
Tukaram, Bhikaji Kadam Marg, Chinchpokli, Mumbai, Maharashtra 400033

### 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') as well as the independent assurance related to GHG emissions (Scope 1, 2), Energy Consumption, Water Consumption, and Waste Generation for reporting to GRESB. The Report is based on the Global Reporting Initiative (GRI) standards 2021. This assurance engagement has been conducted against the methodology & standards of GRI, GRESB 2022 Real Estate Reference Guide, GHG protocol and ISAE 3000 (revised), ISAE 3410 (GHGs). This is a "limited level of assurance". The Report covers TRIL's ESG KPIs for the period of 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, and on site verification was conducted within the reporting boundary during June 2024.

### 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. This responsibility includes identifying relevant inventory, monitoring, quality control (QA/ QC) measures for data accuracy, data aggregation, calculation, and data disclosure. 'TRIL' is responsible for designing, implementing, and maintaining systems and processes relevant for preparing data in such a way that it is free of intended or unintended - material misstatements. 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. Furthermore, TRIL's management team takes responsibility for the accurate preparation of the Report in accordance with the applied criteria. TUVI undertook the assurance engagement of the GHG, energy, water, and waste data in accordance with the terms of the contract. 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

- i. 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;
- ii. Review of the policies, initiatives, practices and performance described in the Report;
- iii. Review of the non-financial disclosures made in the Report against the requirements of the GRI Standards
- iv. Verification of the reliability of the GRI Standards Disclosure on environmental and social topics
- v. Specified information was selected based on the materiality determination and needs to be meaningful to the intended users;
- vi. Confirmation of the fulfilment of the GRI Standards
- vii. Verification of the application of the input parameters, associated emission factors, and principles of calculation as mentioned in ISO 14064-1, ISAE 3000 (revised), ISAE 3410 (GHGs), GRESB 2022 Real Estate Reference Guide, and Aggregation Rules Handbook
- viii. Verification of quality of information presented in the GHG, energy, water, and waste data over the reporting period

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

Topic	Indicator	GRI Disclosure
Market presence	Ratios of standard entry level wage by gender compared to local minimum wage	202-1
	Proportion of senior management hired from the local community	202-2
Procurement Practices & Materials	Proportion of spending on local suppliers	204-1
	Materials used by weight or volume	301-1
	Recycled input materials used	301-2
Governance	Anti-corruption	205-2, 205-3
	Anti-competitive behavior	206-1
Energy	Energy consumption within the organization	302-1
	Energy Intensity	302-3
	Reduction in energy consumption	302-4
Water	Water withdrawal, Water discharge, Water consumption	303-3, 303-4,

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Emissions	Direct (Scope 1) GHG emissions	303-5
	Energy indirect (Scope 2) GHG emissions	305-1
	GHG emission intensity ratio	305-2
	Reduction of GHG emissions	305-4
	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-5
Waste	Waste generated	306-3
	Waste diverted from disposal	306-4
	Waste directed to disposal	306-5
Employment	New employee hires and employee turnover	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental Leaves	401-3
Occupational Health and Safety	Occupational health and safety management system	403-1
	Occupational health services	403-3
	Worker participation, consultation, and communication on occupational health and safety	403-4
	Worker training on Health, Safety, and Wellness	403-5
	Workers covered by an occupational health and safety management system	403-8
	Work-related injuries	403-9
Training & Development	Work-related ill health	403-10
	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-1
	Ratio of basic salary and remuneration of women to men	405-2
Human Rights	Incidents of discrimination and corrective actions taken	406-1
	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1
	Operations and suppliers at significant risk for incidents of child labor	408-1
	Security personnel trained in human rights policies or procedures	410-1

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

1. Intellion Square Infinity IT Park Gen, General Arun Kumar Vaidya Marg, Malad East, Mumbai, Maharashtra 400097
2. Intellion Edge (Southern Peripheral Rd, adjacent to Tata Primanti, Dhani, Muhammadpur, Sector 72, Gurugram, Haryana 122101)
3. Intellion Park (Khewat No 221/274 Village Berhampur, Golf Course Extension, near Sector 59, Gurugram, Haryana 122004)
4. Trilium Avenue, Plot No- MLP1, Near HUDA city Metro Station, Sector 29, Gurugram, Haryana 122009
5. Ramanujan Intellion Park, Rajiv Gandhi Salai (OMR), Tharamani, Chennai, Tamil Nadu 600113)
6. Intellion Park, Plot No 23 & 24, MIDC Industrial Area, Ghansoli, Navi Mumbai.

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

'TRIL' applies the landlord, and tenant-controlled asset approach for the consolidation of GHG, energy, water, and waste data for

Site 01: Ramanujan Intellion Park, Chennai

Site 03: 1. Infinity IT PARK, Malad East, Mumbai

Site 02: Intellion Edge, Gurugram

Site 04: 2. Trilium Avenue, Gurugram

Our engagement did not include an assessment of the adequacy or effectiveness of TRIL's strategy or management of ESG data and related issues. During the assurance process, TUVI did not come across limitations to the scope of the agreed assurance engagement. No external stakeholders were interviewed as a part of this engagement.

### 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.

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## Verification Methodology

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

- i. TÜVI examined and reviewed the documents, data, and other information made available by TRIL for non-financial KPI's (non-financial disclosures)
- ii. TÜVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the TRIL during the verification
- iii. Review the level of adherence to principles of GRI standards
- iv. TÜVI verified the GHG, energy, water, and waste data and assessed the robustness of the data management system, information flow, and controls
- v. TÜVI reviewed the water consumption methodology, waste categorization (hazardous/ non-hazardous waste)
- vi. TÜVI examined and reviewed the documents, data, and other information made available by 'TRIL' for GHG, energy, water, and waste data
- vii. TÜVI verified sample-based checks of the processes for generating, gathering, and managing the quantitative data and qualitative information included in the GHG, energy, water, and waste data for the reporting period
- viii. Evaluation of the internal quality assurance procedures and results

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. TÜVI adopted a risk-based approach, focused on verification efforts on the issues of high material relevance to TRIL business and its stakeholders. TÜVI 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:

1. TÜVI verified the ESG-related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls
2. TÜVI 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
3. TÜVI performed sample-based reviews of the mechanisms for implementing the ESG related policies, as described in TRIL Report
4. TÜVI 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

The scope of verification comprised of the assessment of reported data, performance monitoring sheet, bills, invoices, maintenance records, log sheet, publicly available data, assumptions, and processes, along with exhaustive interviews with members of management (persons responsible for data collection and processing) at 'TRIL.' Data and documents have been provided via the performance monitoring sheet, which was verified and found consistent with the 'TRIL's GHG, energy, water, and waste data.

## Opportunities for Improvement

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

1. TRIL needs to strength ESG management system and conduct periodic internal verification
2. TRIL can opt for the principles and requirement of ISO 46001:2019 (Water Efficiency Management Standard)
3. TRIL may opt for Zero Waste to Landfill verification.

## 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. TÜVI did not perform any assurance of procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the ESG information. Consequently, TÜVI draws no conclusion on the prospective information.

**Disclosures:** TÜVI 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

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manages a material topic.

TÜVI 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

- i. **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.
- ii. **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.
- iii. **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.
- iv. **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.
- v. **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.
- vi. **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 TÜVI's assurance team (on sample basis) and found to be fairly accurate.
- vii. **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.

In our opinion, based on the scope of this assurance engagement, the disclosures on GHG, energy, water, and waste data are reported adequately. During the verification we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement is not prepared, w.r.t. GHG, energy, water, and waste data, in accordance with the ISO 14064-1, ISAE 3000 (revised), ISAE 3410 (GHGs), GRESB 2022 Real Estate Reference Guide and Aggregation Rules Handbook.

**Independence:** TÜVI 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, TÜVI 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

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

For and on behalf of TÜV India Private Limited



Manojkumar Borekar  
Product Head – Sustainability Assurance Service  
TÜV India Private Limited



Date: 13/06/2024  
Place: Mumbai, India  
Project Reference No: 8122733421

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# ANNEXURE II GHG EMISSIONS CALCULATION METHODOLOGY

We measure and report our greenhouse gas (GHG) emissions annually. This annexure details our methodology across Scope 1 and Scope 2 emissions, aligned with international standards. We adhere to industry led standards i.e, GHG Protocol Corporate Standard that guides calculation for Scope 1 and Scope 2 emissions .

Fuel Type	Parameter	UoM	Factor	source
Diesel	Net Calorific value	MJ/Kg	43	IPCC 2006 Guidelines for National Greenhouse Gas Inventories
Diesel	Density	Kg/L	0.84	
Diesel	Emission factor	kgCO2e/L	2.692	
LPG	Net Calorific value	MJ/Kg	47.3	
LPG	Emission factor	kgCO2e/Kg	2.99	
Grid Electricity	Conversion Factor	GJ/KWH	0.0036	
Grid Electricity	Emission factor	kgCO2e/MWh	0.71	CEA Version 19
CO2	GWP		1	IPCC 2006 Guidelines for National Greenhouse Gas Inventories
CH4	GWP		27.9	
N2O	GWP		273	



## Stationary Combustion:

Emission factors provided in "IPCC 2006 guidelines for national greenhouse gas inventories cross sector tools" were used to calculate GHG emissions from stationary combustion sources. Activity data (quantity of fuel consumed) is multiplied with the respective Net Calorific Value (NCVs) and emission factor to quantify the direct emission from stationary combustion sources. The emission factors and the NCVs are mentioned in the above table.

## Purchased Electricity:

The quantification of indirect GHG emission (Scope 2) is based on activity data (Purchased Electricity in kWh) multiplied by emission factors specified in the 'CO2 Baseline Database for the Indian Power Sector User Guide', issued by Central Electricity Authority (version 19), Government of India for Unified Grid. The emission factor used is 0.716 tCO2/MWh.

## Sox, NOx and SPM Emissions:

To arrive at SOx, NOx, SPM emissions, the average emission rate, running hours of diesel generators, per annum, SPM and the oxides of Sulphur and Nitrogen are first computed. The exhaust stacks are monitored for the calculation of emissions as follows, Concentration of SOx, NOx, SPM emissions \* Flow rate of exhaust gases \* Running hours of Diesel Generators (DG)

# ANNEXURE III GRI AND BRSR CONTENT INDEX

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 2: General Disclosures	GRI 2-1	Organizational details	A2, A5	About the Report About Tata Realty	6-7, 14	
	GRI 2-2	Entities included in the organization's sustainability reporting	A13, A23	About the Report	6-7	
	GRI 2-3	Reporting period, frequency and contact point	A6, A7, A8, A9, A12	About the Report	6-7	
	GRI 2-4	Restatements of information	-	-		
	GRI 2-5	External assurance	A14, A15, B11	Assurance Statement	142 - 143	
	GRI 2-6	Activities, value chain, and other business relationships	A16, A17, A18, A19, P9 - L1	About Tata Realty	14 - 15	
	GRI 2-7	Employees	A20	Employee Details	89	8
	GRI 2-8	Workers who are not employees	A20		89	8
	GRI 2-9	Governance structure and composition	B8, B9	Corporate Governance	130 - 134	5
	GRI 2-10	Nomination and selection of the highest governance body	P1 - L2	Corporate Governance	130 - 134	
	GRI 2-11	Chair of the highest governance body	B8	Corporate Governance	130 - 134	
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	B5	Corporate Governance	130 - 134	
	GRI 2-13	Delegation of responsibility for managing impacts	B8, P5 - E4	Corporate Governance	130 - 134	
	GRI 2-14	Role of the highest governance body in sustainability reporting	B8, B9	ESG Governance	135	
	GRI 2-15	Conflicts of interest	P1 - L2	Business Ethics	137	
	GRI 2-16	Communication of critical concerns	P1 - E6	Business Ethics	137	

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
	GRI 2-17	Collective knowledge of the highest governance body	P1 – E1	Board of Directors	131 - 132	
	GRI 2-18	Evaluation of the performance of the highest governance body	-	Board Evaluation	133	
	GRI 2-19	Remuneration policies	P5 – E3	Board Remuneration	134	
	GRI 2-20	Process to determine remuneration	-	Board Remuneration	134	
	GRI 2-21	Annual total compensation ratio	P5 – E3	Refer to our Annual Report FY24		
	GRI 2-22	Statement on sustainable development strategy	B7	Our ESG Strategy	36 – 38	
	GRI 2-23	Policy commitments	B1, B3, P1 – E4, P5 – E9, P9 – E5	Policies	136	
	GRI 2-24	Embedding policy commitments	B2, P1 – E1, P1 – L1, P5 – E1, P5 – E9	Policies	136	8
	GRI 2-25	Processes to remediate negative impacts	A25, P1 – E6, P3 – E6, P3 – E13, P5 – E5, P5 – E6, P5 – E8, P5 – L1, P8 – E3, P9 – E1	Risk Management	46 - 53	
	GRI 2-26	Mechanisms for seeking advice and raising concerns	-	Grievance Handling Mechanism	139	
	GRI 2-27	Compliance with laws and regulations	P1 – E2, P1 – E3, P6 – E13	Regulatory Compliance	139	8
	GRI 2-28	Membership associations	P7 – E1, P7 – L1	Our Affiliations	24 – 25	
	GRI 2-29	Approach to stakeholder engagement	P4 – E1, P4 – E2, P4 – L1, P4 – L3	Stakeholder Engagement	40 - 42	
	GRI 2-30	Collective bargaining agreements	P3 – E7	Collective Bargaining Rights	138	
GRI 3: Material Topics	GRI 3-1	Process to determine material topics	A26, P4 – E2, P4 – L2, P5 – L2	Materiality Assessment	43 - 45	
	GRI 3-2	List of material topics	A26	Materiality Assessment	43 - 45	
	GRI 3-3	Management of material topics	A26, B5, B6, P1 – E4, P2 – E3, P2 – L2, P3 – E3, P3 – E4, P3 – E12, P3 – E14, P3 – E15, P3 – L3, P5 – E9, P5 – E11, P5 – L1, P5 – L2, P5 – L3, P5 – L4, P6 – E2, P6 – E10, P6 – L4, P7 – E2, P8 – E3, P8 – L1, P8 – L3, P8 – L5, P9 – E5, P9 – E6, P9 – L2	Materiality Assessment	43 - 45	

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	A24, P1 – E8, P1 – E9, P8 – L4	Business Highlights FY2023-24	18	
	201-2	Financial implications and other risks and opportunities due to climate change	A26, P8 – E5	Risk Management	46 - 53	
	201-3	Defined benefit plan obligations and other retirement plans	P3 – E1, P3 – E2	Employee Benefits	90	
	201-4	Financial assistance received from the government				8
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	P5 – E2	Diversity, Equity, and Inclusion	91	5, 8
	202-2	Proportion of senior management hired from the local community				
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported		Business Highlights FY2023-24	18 - 19	
	203-2	Significant indirect economic impacts				
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	P8 – E4, P8 – L3	Sustainable Supply Chain	108 - 109	12
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption		Business Ethics	137	
	205-2	Communication and training about anti-corruption policies and procedures	P5 – E1	Policies	136	
	205-3	Confirmed incidents of corruption and actions taken	P1 – E4, P1 – E5, P1 – E7	Business Ethics	137	
GRI 206: Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	P7 – E2	Business Ethics	137	
GRI 207: Tax	207-1	Approach to Tax	-	Tax Strategy and Framework		
	207-2	Tax governance, control, and risk management	-			
	207-3	Stakeholder engagement and management of concerns related to tax	-			
	207-4	Country-by-country reporting	-			

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 301: Materials	301-1	Materials used by weight or volume	P6 – L4	Sustainable Supply Chain	108 - 109	
	301-2	Recycled input materials used	P2 – L3, P6 – L4	Sustainable Supply Chain	108 - 109	
	301-3	Reclaimed products and their packaging materials	P2 – L5, P6 – L4	NA	-	
GRI 302: Energy	302-1	Energy consumption within organization	P6 – E1, P6 – E2, P6 – L4	Energy and Emission Management	64 - 69	7, 8, 11, 12, 13
	302-2	Energy consumption outside the organization	P6 – E2, P6 – L4			
	302-3	Energy intensity	P6 – E1, P6 – E2, P6 – L4	Energy and Emission Management	64 - 65	7, 8, 11, 12
	302-4	Reduction In energy consumption	P6 – E2, P6 – L4	Energy Conservation Initiatives	68	7, 8, 11, 12, 13
	302-5	Reduction in energy requirements of products and services	P6 – E2, P6 – L4			
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	P6 – E5, P6 – E12, P6 – L4	Water Management	75 - 76	6
	303-2	Management of water discharge-related impacts	P6 – E5, P6 – L4	Water Management	75 - 76	6
	303-3	Water Withdrawal	P6 – E3, P6 – L1, P6 – L4	Water Management	75 - 76	6, 12
	303-4	Water Discharge	P6 – E4, P6 – L1, P6 – L4	Water Management	75 - 76	3, 6, 8, 12
	303-5	Water Consumption	P6 – E3, P6 – L4	Water Management	75 - 76	6, 8, 12
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P6 – E11, P6 – E12, P6 – L4	No operations in protected areas	80 - 81	15
	304-2	Significant impacts of activities, products, and services on biodiversity	P6 – L3, P6 – L4		15	
	304-3	Habitats protected or restored	P6 – L3, P6 – L4		15	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	P6 – L4			

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	P6 – E7, P6 – L4	GHG Emission Management	70	3, 13
	305-2	Energy indirect (Scope 2) GHG emissions	P6 – E7, P6 – L4	GHG Emission Management	70	3, 13
	305-3	Other indirect (Scope 3) GHG emissions	P6 – L2, P6 – L4	GHG Emission Management		3, 13
	305-4	GHG emissions intensity	P6 - E7, P6 - L2, P6 - L4	GHG Emission Management	70	3, 13
	305-5	Reduction of GHG emissions	P6 - E8, P6 - L4	GHG Emission Management	70	3, 13
	305-6	Emissions of ozone-depleting substances (ODS)	P6 - L4	GHG Emission Management	70	3, 11
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P6 - E6, P6 - L4	Air Emissions	71	3, 11
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	P6 - L4	Waste Management	77 - 79	8, 12
	306-2	Management of significant waste-related impacts	P2 - E3, P2 - L2, P6 - E10, P6 - L4	Waste Management	77 - 79	8, 12
	306-3	Waste generated	P6 - E9, P6 - L4	Waste Management	77 - 79	12
	306-4	Waste diverted from disposal	P6 - E9, P6 - L4	Waste Management	77 - 79	8, 12
	306-5	Waste directed to disposal	P6 - E9, P6 - L4	Waste Management	77 - 79	8, 12
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	P2 - E2, P6 - L7	Sustainable Supply Chain	108 - 109	12
	308-2	Negative environmental impacts in the supply chain and actions taken	P6 - L6, P6 - L7	Sustainable Supply Chain	108 - 109	12
GRI 401: Employment	401-1	New employee hires and employee turnover	A22	Turnover and New Hires	89	5, 8, 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P3 - E1a	Employee Benefits, Rewards and Recognition	90, 98	8
	401-3	Parental leave	P3 – E5	Employee Benefits	90	5, 8
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	-	Three Months	-	8

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 403: Health, Safety, and Wellness	403-1	Health, Safety, and Wellness management system	P3 - E10 a	Health, Safety, and Wellness	99 - 105	3, 8
	403-2	Hazard identification, risk assessment, and incident investigation	P3 - E10 b, P3 - E10 c, P3 - E12	Health, Safety, and Wellness	99 - 105	3, 8
	403-3	Occupational health services	P3 - E10	Health, Safety, and Wellness	99 - 105	3, 8
	403-4	Worker participation, consultation, and communication on Health, Safety, and Wellness	-	Health, Safety, and Wellness	99 - 105	3, 8
	403-5	Worker training on Health, Safety, and Wellness	P3 - E8, P5 - E1	Health, Safety, and Wellness	99 - 105	4
	403-6	Promotion of worker health	P3 - E10 d	Health, Safety, and Wellness	99 - 105	4
	403-7	Prevention and mitigation of Health, Safety, and Wellness impacts directly linked by business relationships	-	Health, Safety, and Wellness	99 - 105	3, 8
	403-8	Workers covered by an Health, Safety, and Wellness management system	-	Health, Safety, and Wellness	99 - 105	3, 8
	403-9	Work-related injuries	P3 - E11, P3 - E12, P3 - E15	Health, Safety, and Wellness	99 - 105	3, 8
	403-10	Work-related ill health	P3 - E11, P3 - E12, P3 - E15	Health, Safety, and Wellness	99 - 105	3, 8
GRI 404: Training and Education	404-1	Average hours of training per year per employee	P3 - E8, P5 - E1	Learning and Development	92	4
	404-2	Programs for upgrading employee skills and transition assistance programs	P3 - E8, P3 - L4	Learning and Development	92 - 94	4
	404-3	Percentage of employees receiving regular performance and career development reviews	P3 - E9	Performance Management	94	4, 8
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	A20, A21, P3 - E3, P3 - E4	Diversity, Equity, and Inclusion	91	5, 8
	405-2	Ratio of basic salary and remuneration of women to men	P5 - E2	Diversity, Equity, and Inclusion	91	5, 8
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	P5 - E6, P5 - E7, P5 - L3	Human Rights, POSH	106- 107	10

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P3 - E7	Collective Bargaining Rights	138	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labour	-	Human Rights, Sustainable Supply Chain	106,	8, 16
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	-	Human Rights, Sustainable Supply Chain	106 - 109	8
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	P5 - E9	Human Rights	106	8
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	-	NA		8
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	P6 - E12, P8 - E1, P8 - E2, P8 - E3, P8 - E5, P8 - L1, P8 - L2, P8 - L6	Caring for Communities	105 - 115	4
	413-2	Operations with significant actual and potential negative impacts on local communities	P8 - E5	Caring for Communities	105 - 115	4
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	P2 - E2, P5 - E9, P5 - L4	Sustainable Supply Chain	108 - 109	12
	414-2	Negative social impacts in the supply chain and actions taken	P3 - L5, P3 - L6, P5 - E9, P5 - L4, P5 - L5	Sustainable Supply Chain	108 - 109	12
GRI 415: Public Policy	415-1	Political contributions	P7 - L1	No political contributions	-	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	-	Health, Safety, and Wellness	99 - 105	11
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	P9 - E2, P9 - E4, P9 - E6	Health, Safety, and Wellness	99 - 105	11

GRI Standard	GRI Indicator	GRI Description	BRSR Disclosure	Section name / Data / Comment	Pg. No.	Mapping with SDG
GRI 417: Marketing and Labelling	417-1	Requirements for product and service information and labelling	P9 - E2, P9 - L2, P9 - L4	NA	-	
	417-2	Incidents of non-compliance concerning product and service information and labelling	P9 - L4	NA	-	
	417-3	Incidents of non-compliance concerning marketing communications	-	Zero incidents	-	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P9 - E3, P9 - E5, P9 - E7	Data Privacy and Security	139	

Additional BRSR Indicators	Indicator	Section Name / Response	Page no
Section A			
1	Corporate Identity Number (CIN) of the Listed Entity	U70102MH2007PLC168300	-
3	Year of incorporation:	2007	-
10	Name of the Stock Exchange(s) where shares are listed		-
11	Paid-up Capital		
Section B			
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 90001, ISO 45001, ISO 14001, GRI standards, ECBC, IGBC and IFC Edge	-
10	Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Policies	136
Section C			
Principle 1			
P1 - E8	Number of days of accounts payables		
P1 - E9	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties		
Principle 2			
P2 - E1	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		
P2 - E4	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.	N.A.	
P2 - L1	Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details	N.A.	

Additional BRSR Indicators	Indicator	Section Name / Response	Page no
P2 – L2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.	N.A.	
P2 – L4	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed	N.A.	
Principle 3			
P3 – E3	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.	Sustainable Buildings	73
P3 – E4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	Sustainable Buildings	73
P3 - L1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Yes/No	
P3 - L2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.		
P3 - L3	Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.	NA	
Principle 5			
P5 - L2	Details of the scope and coverage of any Human rights due diligence conducted.		
P5 - L3	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?	Sustainable Buildings	73

Additional BRSR Indicators	Indicator	Section Name / Response	Page no
Principle 6			
P6 - E2	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.	NA	
P6 - L5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	Risk Management	46 - 53
Principle 7			
P7 - L1	Details of public policy positions advocated by the entity.	-	
Principle 8			
P8 - E2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity	NA	
P8 - E5	Disclose wages paid to persons employed on a permanent/ non-permanent / on contract basis as % of total wage cost, w.r.t job creation in smaller towns		
P8 - L3	(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) (b) From which marginalized /vulnerable groups do you procure? (c) What percentage of total procurement (by value) does it constitute?	Sustainable Supply Chain	108 - 109
P8 - L5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.	NA	
Principle 9			
P9 - E2	Turnover of products and/ services as a percentage of turnover from all products/ service that carry information	100%	
P9 - E6	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.	NA	

Additional BRSR Indicators	Indicator	Section Name / Response	Page no
P9 - E7	Provide the following information relating to data breaches: a. Number of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches	Data Privacy and Security	139
P9 - L1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	Website, Our Assets	
P9- L3	Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.	Informed via e-mail for planned shutdown	

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