



bharti | REAL
ESTATE

ESG Report
FY 2022-23

Building **Green**,
Building for **Good**

Actual image

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S. K. Sayal

Managing Director and
Chief Executive Officer

“ At Bharti Real Estate, we are dedicated to support India’s efforts and positively influence the real estate industry while also helping to shape the future.



I am delighted to share with you Bharti Real Estate’s inaugural sustainability report. The report highlights our most important accomplishments from last year as well as our goals and aspirations for the future.

Climate change, resource depletion, and social inequities are pressing issues that demand our attention and action. Recent trends have shown that there is a deeper focus by investors and consumers towards Environment, Social and Governance (ESG) and climate change attributes.

Companies reflecting these priorities have shown better performance than their peers in the global market.

The majority of business executives, investors, and governments cite “failure to mitigate climate change,” and “natural disasters and extreme weather events,” as top concerns in the World Economic Forum’s Global Risks Report 2023. Numerous nations have created their own ESG disclosure guidelines and required larger corporations based on market capitalization, sales, or turnover to follow them. Furthermore, the necessity for a robust supply chain as well as the importance of sustainability inside the organization have been brought to light by recent geopolitical events. Businesses are putting forth effort to adopt digitalization and create end-to-end chain visibility.

India’s commitment to Net Zero by 2070 has been appreciated by the global community, and we have made notable progress towards this target. India’s generation of electricity from renewables has more than doubled from 2012 to 2022, currently accounting for around 20% of total generation. Furthermore, we are expected to meet 50% of our energy requirements from non-fossil fuel based sources by 2030.

Indian government has introduced rigorous ESG disclosures for listed companies, to encourage responsible conduct of business, transparent

disclosure of current performance for key ‘ESG’ parameters and sustainability goals.

Real Estate sector has a crucial role to play since building construction contributes to approximately 40% of global energy-related carbon emissions. There exist significant opportunities to collaborate with stakeholders and implement lasting changes throughout the value chain. The real estate sector also has the power to significantly improve people’s lives by actively participating in the communities in which it operates. Our industry demands that high standards of justice, equality, and ethics be upheld, so organizations must make a commitment to developing the required policies and practices.

At Bharti Real Estate, we are dedicated to supporting India’s efforts and positively influencing the real estate industry while also helping to shape the future. The foundation of our sustainability strategy is innovation. We are leading the way in innovative building technologies and designs that improve our tenants’ quality of life while simultaneously lessening our environmental effect. All our upcoming assets will be ‘Green Certified’, showcasing our commitment towards excellence.

We hope that our future structures will serve as enduring reminders of our commitment to sustainability on a holistic level. This report is a testament to our journey toward a more sustainable future.



Ravinder Arora

Director and
Chief Operating Officer

“ Our endeavour is to ensure we adopt Green energy practices, minimize carbon emissions and remain aligned with India’s target of achieving Net Zero. ”

At Bharti Real Estate, we understand that our success is intertwined with the well-being of the planet and the communities we serve. One of our primary business goals is to reduce our environmental footprint across every facet of our operations.

We are happy to announce that we have made significant strides in this area by incorporating sustainability measures at all stages of the lifecycle of our buildings, including design, construction, and operations. As a part of our strategic intent, we ensure that across the value chain several sustainability measures are implemented, such as topsoil conservation techniques, use of sustainable materials, sustainable waste management practices, strictest monitoring of air quality and technology implementation for maximized energy efficiency. We have implemented water conservation technologies to reduce water consumption and to recycle waste water for all our assets to remain zero liquid discharge buildings.

As we move towards making our assets in Worldmark portfolio live and operational, we have planned to generate electricity from renewable energy sources through installation of solar panels on the rooftop of all our upcoming assets as well as through Power Purchase Agreements with leading renewable energy companies in the country. Our endeavour is to ensure we adopt Green energy practices, minimize carbon emissions and remain aligned with India’s target of achieving Net Zero.

Furthermore, we are committed to promoting diversity, equity, and inclusion within our organization and the broader real estate industry. We have incorporated AMBER, which is an AI chatbot to gain a better understanding of employee workplace satisfaction. We have seen high engagement and positive mood score from our employees. We emphasize skill development and invest in learning and development for all our employees. We place the highest priority on safety and have seen zero fatalities and lost time injuries in FY 23.

As we navigate the ever-evolving landscape of the real estate industry, it is imperative that we remain committed to our core values of sustainability, responsibility, and innovation.”

Building Green, Building for Good

With a bold vision to be **'The Most Admired Real Estate Developer'**, we are Catalysing India's finest **Global Business District** at Aerocity, New Delhi, with an endeavour to set new benchmarks for sustainability in the real estate industry.

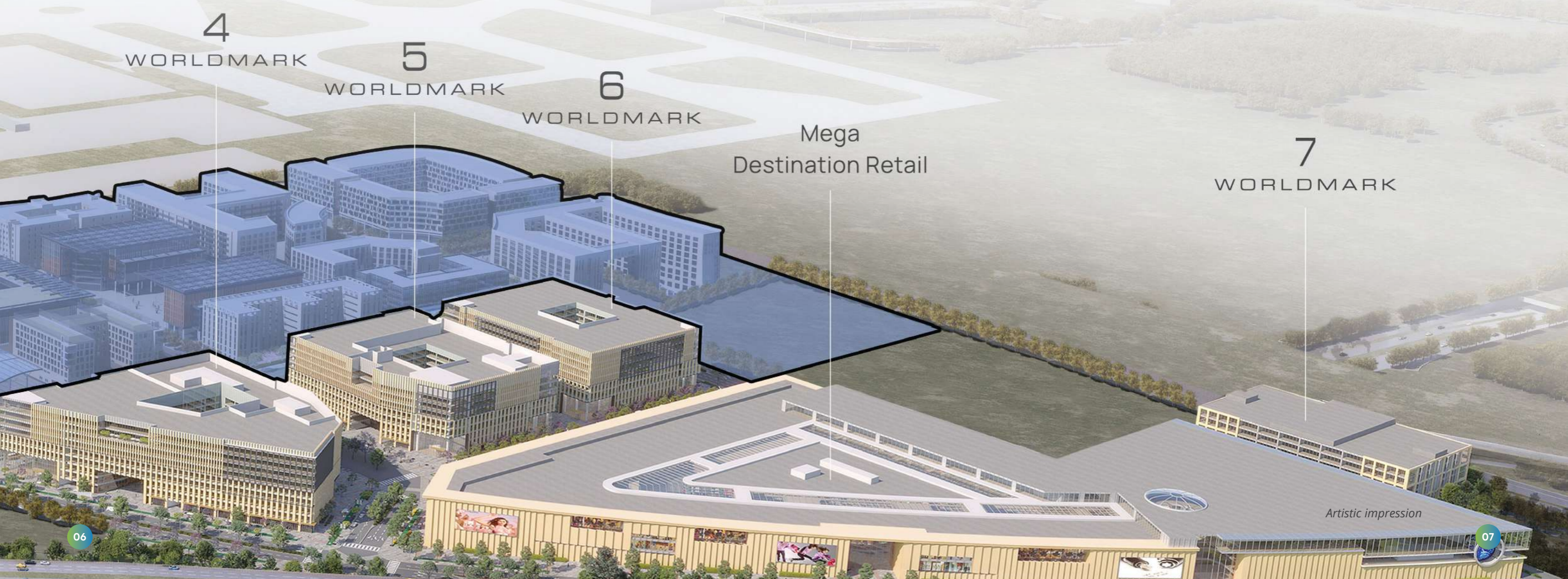
At Bharti Real Estate, embedding sustainability in our business is a collaborative journey. It has become our fundamental core value, transcending passing trends. We actively engage with communities and tenants, fostering a shared commitment to environmental and community well-being. Our captivating motive is to redefine commercial real estate cityscapes into vibrant, eco-conscious spaces that seamlessly blend business growth with environmental stewardship.

With our transformative vision, we look beyond the 'brick-and-mortar' of our establishments. We embrace green initiatives that enhance market appeal and add value to businesses. The integration of green spaces and green technologies, energy-efficient systems, nature-inspired designs, heat resistant facades, and smart building systems are just a glimpse of our transformative vision to redefine commercial spaces.

We believe in intertwining the impacts of sustainable practices that drive operational efficiencies, like curtail energy costs, minimize waste, and breathing life into the urban

environment. These efforts contribute to a healthier, city ecosystem that benefits both occupants and the community and reflect our unwavering commitment to sustainability and innovation.

Our FY 2022-23 sustainability report serves as a testament to our vision and ongoing efforts in embedding sustainability throughout every facet of our business. It underscores our overarching aspiration to revolutionize commercial spaces within the urban realm, positioning Bharti Real Estate as a frontrunner on sustainability in the Indian real estate arena.



4
WORLD MARK

5
WORLD MARK

6
WORLD MARK

Mega
Destination Retail

7
WORLD MARK

Artistic impression

About the Report

Our sustainability report continues to evolve towards enhanced disclosures to meet the requirements of our investors and other stakeholders. This report presents key disclosures on our relationship with our stakeholders and an insight on how our strategic approach is aligned to deliver value for our stakeholders while managing risks and changes to the external environment.

While the company has been functioning in line with the combined vision of our shareholders and stakeholders, we have also deployed processes and systems that are suited to our business needs and compliance requirements.

This report highlights the performance of Bharti Real Estate business for the period from 1st April 2022 to 31st March 2023. All indicators presented in the report are our consolidated performance figures unless otherwise stated.

Scope and Boundary

The scope of our first sustainability report, for FY 2022- 23 comprehensively encompasses our commercial and retail assets portfolio of approximately 6.3 mn sq. ft. which is currently under development at Aerocity, New Delhi – 4 Worldmark, 5 Worldmark, 6 Worldmark, 7 Worldmark and a Mega Retail. As we are currently in an exciting phase of developing new assets, we are implementing robust systems to track data accurately and will endeavour to include this data in future reports.

The report conforms to the **GRI standards 2021** and is in alignment with the **United Nations Sustainable Development Goals (UNSDG)**. In this report, we further aim to highlight our commitment towards meeting our ESG goals with an emphasis on integrating more environmentally conscious practices into our operations. Additionally, the report encapsulates forthcoming targets and initiatives undertaken by the company, driving us toward a more sustainable future.

This report covers all our operations, businesses and assets of the company that fall under the reporting boundary. For further details about the report, please write to us at sustainability@bhartirealty.com.

Forward-Looking Statement

We, at Bharti Real Estate understand that sustainable practices are not only essential for the environment but also for the long-term success of our real estate projects. The statements presented in this report are classified as 'forward-looking statements' based on current expectations and projections about future events and are inherently subject to a variety of risks and uncertainties, many of which are beyond Bharti Real Estate's or its subsidiaries' control, that could cause actual results to differ materially from those anticipated or projected, despite our use of reasonable assumptions to formulate these expectations. Our commitment to these practices is geared towards creating value for our investors, tenants, and the communities we serve, all while contributing to a more sustainable and resilient future.



Artistic impression

In alignment with

Bharti Real Estate: At a glance

Bharti Real Estate's journey began in 2003 when the need arose to create extraordinary workspaces for our key businesses. Taking baby steps to face the challenges of a colossal sector, we soon realized something: that we were creating new paradigms in commercial real estate with our iconic assets, Worldmark New Delhi and Worldmark Gurugram.

Looking back, we were aware of powerful motivating factors that inspired us and drove us to where we are today on our quest to set new benchmarks: the passion for innovation, the commitment to make a difference, an uncompromising attitude towards quality and the fervour to always look beyond. Be it a large multi-purpose commercial complex or a standalone office building, we believe every square foot is indeed a living space of sorts for people – whether they are at work, out

shopping or enjoying their leisure. This understanding is what led us to design our buildings from a user-centric perspective. Our buildings occupied by a spectrum of well-known businesses and brands are therefore tailor-made to suit both the working professionals and the visitors.

In the past two decades, we have added over 5.5 million square feet to the premium commercial estate of the country, through 14 projects of varying sizes. These projects include Worldmark Aerocity New Delhi, Worldmark Gurugram, Airtel Centre, Pavilion Mall Ludhiana and Bharti Crescent to name a few prominent ones. Worldmark (1, 2, 3) New Delhi, Worldmark Gurugram, Airtel Centre and Pavilion Ludhiana are now under a JV (Rostrum Realty) between Bharti Enterprises and Brookfield.



Artistic impression

~ 5.5 Mn SFT
assets delivered

Brookfield's
majority investments as Joint-Venture on ~3.3 Mn SFT

~9 Mn SFT
under construction
(Phase 2 & 3)

Worldmark Aerocity Phase 2 covers 4 Worldmark, 5 Worldmark, 6 Worldmark, 7 Worldmark, and a Mega Retail

Area ~ 6.3 Mn SFT
Assets covered in this report

Destination Worldmark

Worldmark is well recognized for being an experiential address for grade A commercial and retail experiences. Currently Worldmark Aerocity has 3 operational assets – Worldmark 1, 2 and 3 with a GLA of approx. 1.5 mn sq ft. (a part of Rostrum Realty – JV between Brookfield and Bharti Enterprises).

With an aim to answer the scarcity of an integrated global business district in the country, Worldmark portfolio adds another approx 6.3 mn sq ft to the fold with newer assets – 4 Worldmark, 5 Worldmark, 6 Worldmark and 7 Worldmark along with India’s largest entertainment based destination retail. With this and the future potential at Aerocity New Delhi, Bharti plans to invest USD 1.5 bn in around 10mn sq ft of commercial real estate catalysing it as the finest global business district in the national capital.

Destination Worldmark with an addition of 6.3 mn sq. ft GLA (approx. 3.5 mn sq. ft grade A commercial and approx. 2.8 mn sq ft mega retail) is indisputably going to be the destination for various MNCs and global brands due to the superlative design, architecture, experience and neighbouring infrastructure. This commercial precinct, which is connected by significant landscaping, programming, and an active pedestrianised ground floor realm, raises the bar for workspace design outside of offices while simultaneously introducing a completely new level of retail to the country.

Right when India is gaining global recognition by being on the agenda for every major global brand or business, that isn’t here already is gearing up for expansion in one of the fastest growing economies of the world, the shaping up of such business precincts incarnate

the meaning of Central Business District into Global Business District – the one having potential to gain recognition and accolades at the global level. Being a part of the international airport ecosystem, Worldmark Aerocity gains from the bolstered infrastructure and mobility solutions aimed to facilitate the access to and from the airport and at the same time provides exceptional experiences to the world travellers and commercial tenants. The multimodal mobility system in this GBD includes three metro lines, Regional Rapid Transport System (RRTS) – Nammo Bharat bringing Worldmark Aerocity much closer to all other parts of NCR and the ancillary towns. In addition, the national highway supported by expressways and freight corridors brings trade and tourism to the helm at this GBD.



Actual image

ESG Targets and Commitments

On our path to becoming keepers of sustainability, we’ve set forth targets that underscore our commitment to evolving into a more resilient, accountable, and trustworthy entity. These goals resonate with our paramount concerns, allowing us to monitor the progress of our identified material issues. These concerns are aligned with environmental, social, and governance aspects, and we continually strive to enhance our achievements in this realm.

Human Rights



Ensure 30% of suppliers are trained on human rights issues by 2025, 50% by 2027 and 100% by 2030.

By 2025, 100% of employees to be trained on human rights issues.

Water Management



Ensure no liquid discharge occurs during operational phase

Undergo water audit for 100% of assets before 2030.

Waste Management



100% of packaging and plastic waste (On the construction site and corporate office) is to be sent for recycling to authorized vendors.

100% of organic waste generated during the operational phase is to be composted on-site and 100% of Inorganic waste is to be sent to authorized government-approved recyclers.

Green Building Certification



100% of all company’s operational assets to be green certified under internationally recognised bodies like IGBC, USGBC etc.

ESG at Worldmark Aerocity: Stakeholder Engagement & Materiality Assessment

Stakeholder Engagement

At Bharti Real Estate, our main objective is to match the demands, expectations, and objectives of our stakeholders. We firmly believe that building trust while taking advantage of opportunity issues brought on by the market requires the expertise of our stakeholders.



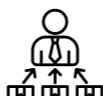



We realise that the choices we make as a company have an impact on both internal and external stakeholders. We ensure to use the knowledge gained from interacting with these stakeholders in our company's strategy, processes, and external reporting.

Strategic focus areas		
Assist our ability to value our stakeholder's concerns and interests and incorporate them within our processes and interests.	Enhance the way we communicate and engage with our stakeholders, by increasing the clarity, accessibility, relevance, and timeliness of our communication throughout our engagement practices.	Preserve stakeholder trust in our procedures, choices, and actions.



Representative image

The provided table includes different categories of stakeholders for the company, along with their respective modes of interaction, levels of engagement, and the primary topics discussed.

Stakeholders	Value Propositions	Importance	Key Material Issues
 Customer	Innovation and new technology Timely delivery	Revenue growth and generation Streamline goals and processes Demand led innovation	Product quality and post lease services. Innovation in products and services Resource efficiency and waste management
 Investor	Short & Long-term Financial Viability Return of Investment Better risk Management	Providing timely respond to queries of investors on operations of the company Being transparent with the community of existing and potential investors	Regulatory compliance Corporate governance and business ethics Climate change, energy efficiency and emission reduction
 Supplier	Fair trade practices Guarding interests and providing opportunities to minority suppliers Sustainable supply chain	Developments and innovation	Sustainable supply chain management Innovation in products and services
 Employee	Performance review and feedback. Training and development Health, safety, and well-being	Drivers to achieve the target set for them Satisfied and engaged employees perform good at work Right talent gives us competitive advantage	Employee well-being Talent attraction and development Diversity & inclusion Innovation in products and services Advocating human rights
 Community	Promoting employment of local youth through skill training Promoting education Rural development	To create long lasting value for societies	Local Community development Promoting education
 Regulatory Bodies	Making of policies and methods to shape the present and future of business for its growth and development	Company needs to abide to various regulations for smooth running of operations Licencing and permissions	Corporate governance and business ethics Regulatory and Legal compliances Information security and data privacy

Materiality Assessment

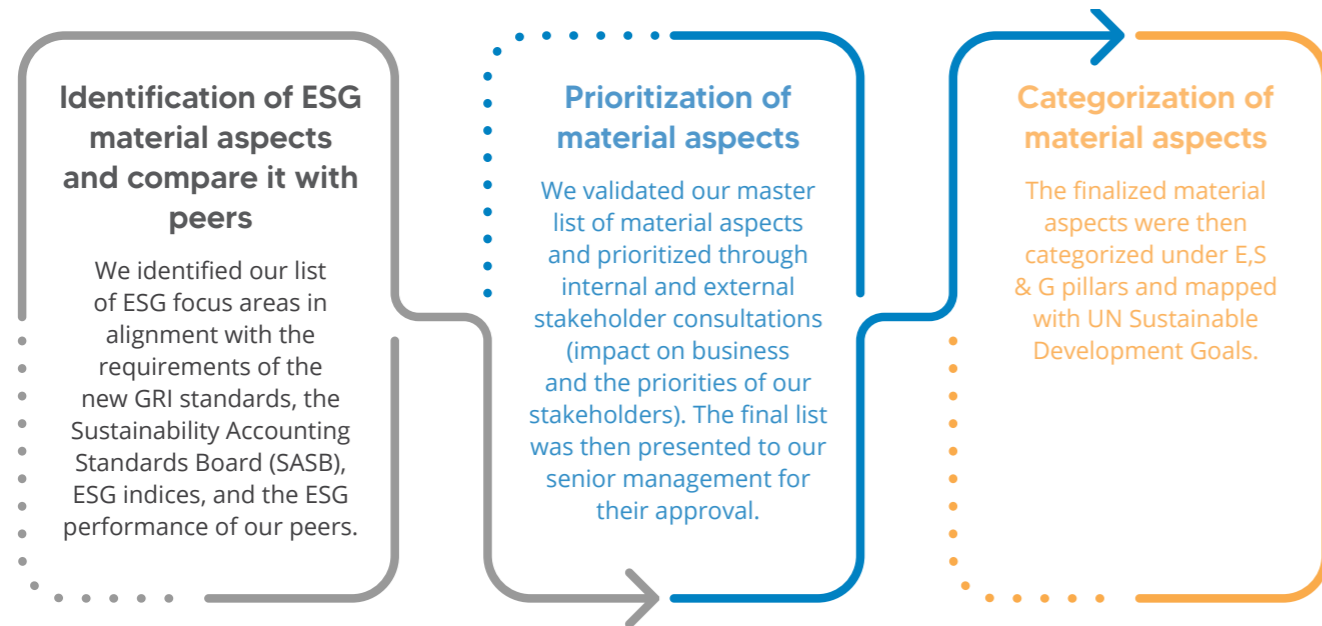
In the dynamic domain of real estate, materiality assessment plays a crucial role. It involves identifying key sustainability concerns that impact both the organization and its stakeholders. This approach encourages real estate companies to prioritize and address ESG matters specific to their industry, such as energy-efficient construction, resource management, community engagement, and urban development. By strategically assessing these factors, real estate entities become proactive leaders, enhancing their reputation, market appeal, and long-term resilience in an ever-evolving landscape.

At Bharti Real Estate, our ESG strategy takes form based on our significant concerns that influence our business's long-term success. We have undertaken a comprehensive materiality assessment to evaluate and prioritize our material topics. This process revolves around the convergence of organizational importance and stakeholder preferences.

We formalised our stakeholder engagement process to prioritise the identified material aspects in collaboration with our internal functions. We found it to be prudent to focus only on internal functions as they have routine interactions with our external stakeholders and provide feedback to the business for improvements. Therefore, we strongly believe that the perception from our internal functions is comprehensive to obtain insights for the materiality exercise. In order to get insightful input for updating, verifying, and prioritising the identified material elements, we have consulted with the internal functions. We conducted stakeholder interviews during this process to determine the importance of ESG emphasis areas for both internal and external stakeholders as well as their commercial impact.

With this strategy, we have been able to pinpoint and concentrate on ESG issues that are essential to accomplishing our corporate objectives and adding value for our stakeholders.

Our materiality assessment process is given below:



Bharti Real Estate's Sustainable Strategy

The United Nations' Sustainable Development Goals (SDGs) are integral to Bharti Real Estate's strategy. We align our strategic objectives with these global goals, determining key issues through consultations with our stakeholders. This method aids in mitigating long-term risks and leveraging opportunities.

At Bharti Real Estate, our sustainability strategy is deeply rooted in our purpose, values, and key priorities. We are devoted to enhancing our ESG performance, integrating essential elements into our strategy, and driving initiatives to make it a reality.

A primary element of this strategy is securing cost-effective financial capital, based on our robust company

fundamentals, investor sentiment, trends in India's real estate sector, country-specific risks, and the wider global and regional economic climate. This is vital to sustaining and amplifying our value.

We strive to heighten our competitiveness, focusing on the integration of sustainability into the design of our upcoming assets. A judicious allocation of resources aids in substantially improving our margins, prolonging our assets' life cycle sustainably. We are unwavering in our commitment to timely, transparent, and relevant disclosures, providing fair valuation of Bharti Real Estate and aptly managing our reputational risks.



Elements of Sustainability strategy at Bharti Real Estate

Core element of sustainability	How we actualize it
Clarity of goal	Bharti Real Estate has declared its long-term goal of building only top tier 'green' certified assets by internationally recognised bodies like IGBC, LEED etc.
Contextual understanding	Bharti Real Estate is cognisant of local, national, and global issues related to the environment, economy, and society that can potentially impact the business.
Roadmap for action	Bharti Real Estate has defined a roadmap to improve its energy and water consumption during construction and operational phases, curtail and recycle waste generated on-site, and improve tenant experience and social impacts throughout the life cycle of our asset
Transparency in disclosure	Bharti Real Estate firmly adheres to the principles of authenticity, completeness and honesty while disclosing information to its external and internal stakeholders regarding its operations and impacts.

Environment

SDGs Aligned



Representative image

Material Topic:

- Energy Management
- Waste Minimization
- Water Management
- Sustainable Construction

Key Highlights:

- Installation of 500 KW solar panels on rooftop.
- Installation of PIBCV; a smart HVAC system for better energy management.
- Implementation of MBR technology for water footprint reduction.
- Installation of smart composting machinery for organic waste management.

Targets:

- Ensure no liquid discharge occurs during operational phase
- Undergo water audit for 100% of assets before 2030
- 100% of packaging and plastic waste (On the construction site and corporate office) is to be sent for recycling to authorized vendors
- 100% of organic waste generated during the operational phase is to be composted on-site and 100% of Inorganic waste is to be sent to authorized government-approved recyclers

Representative image

Environmental Stewardship

At Bharti Real Estate, we continue to be committed to sustainability in all aspects of our operations. We strive to integrate eco-conscious practices into our designs, creating spaces that not only elevate the standard of living but also uphold and preserve the environment. From the initial stages to final completion, every project we undertake showcases our dedication to responsible and green development through energy-efficient structures, eco-friendly materials, and thoughtful waste management solutions. Sustainability is not merely a buzzword for us, but an intrinsic part of our ethos. Together, we are forging a world that flourishes today and paves the path for a more sustainable tomorrow for future generations.

Our approach to new building design and development places utmost emphasis on complying with green

building standards. Our buildings are meticulously engineered to achieve water and energy efficiencies and implement sustainable waste management practices at every stage from design to construction to operations. This ensures that all our projects receive internationally renowned "Green" certifications.

Continuing our commitment to sustainability, we diligently adhere to sustainable construction practices, conducting comprehensive Environmental Impact Assessments (EIA) for all projects prior to development. At every stage of the development process, we prioritize compliance with all regulatory standards and statutes to uphold our sustainability objectives.

Use of 'smart' building technologies

As part of our ongoing efforts, we have implemented several measures to enhance indoor air quality. This includes equipping common area air handling units with electrostatic precipitator filters to maintain a MERV 14 filtration level, emphasizing the utilization of low U value glass to reduce heat load of our buildings and implementing heat recovery units to provide treated fresh air at lower carbon footprint.

Our exposed rooftops are insulated to ensure optimal energy efficiency. Additionally, we are implementing rainwater harvesting systems with higher retention times than the industry standards. Rainwater collected from the terrace will be reused after filtration, and the excess rainwater run-off from surface areas (other than terrace) will recharge the ground water.

As a responsible company, we have carefully selected fans for basement ventilation, cooling towers, etc., ensuring they hold AMCA certification and maintain a minimum noise level.

By prioritizing AMCA-certified equipment with low noise levels, we are committed to creating a more comfortable and less noisy environment for our occupants while minimizing the impact on the surrounding communities.

Furthermore, we are actively working towards receiving a wellness certificate from IGBC, which will be audited and awarded once our projects become operational.

Through our genuine dedication and meticulous attention to detail, we are leading the way towards a more sustainable future in the realm of real estate.

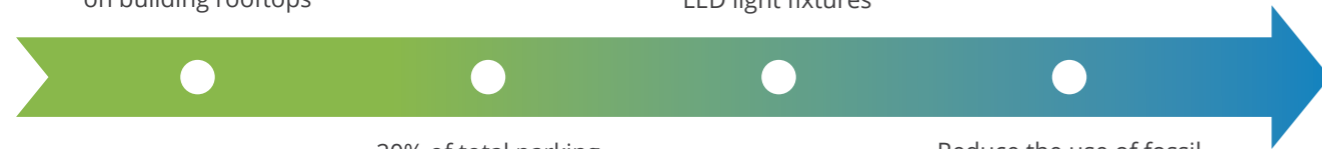
Energy Management

We understand the pivotal role that energy plays in shaping a sustainable future. We are dedicated to responsible development by employing innovative strategies and cutting-edge technologies. Through these initiatives, we not only minimize our carbon footprint but also optimize energy consumption.



500 KW Solar PV panels to be installed on building rooftops

Motion-sensitive LED light fixtures



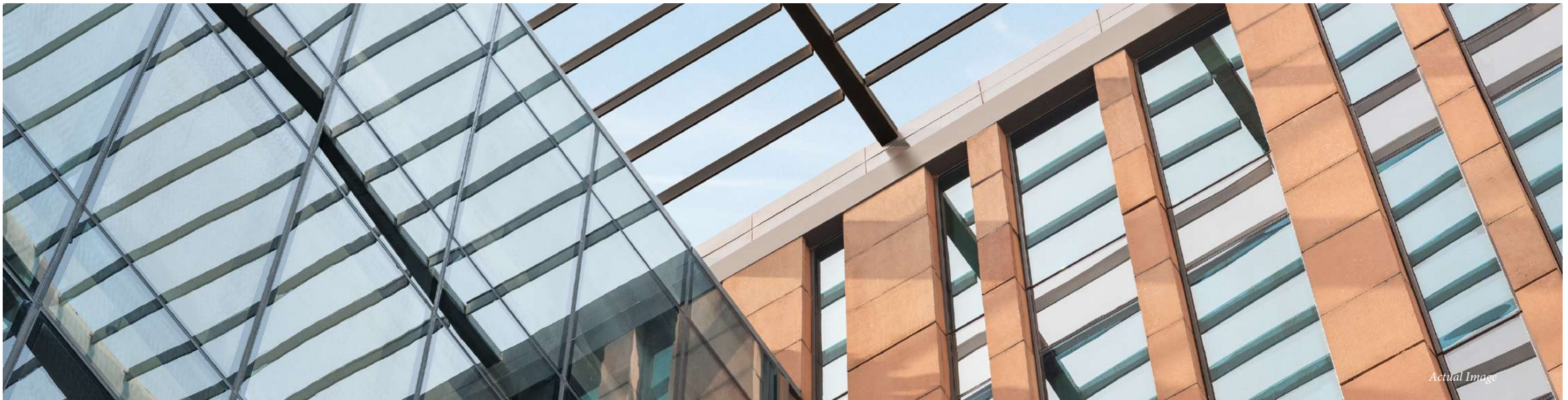
20% of total parking spaces allocated for EV charging

Reduce the use of fossil fuel based machinery in the construction phase

In line with our commitment to sustainability and responsible business practices, energy efficiency remains a top priority for us. We are using energy saving measures such as motion-sensitive LED light fixtures in Lobby & Toilet areas, timer controlled basement lighting, installation of Solar PV on rooftops and smart building technologies as a way of reducing our energy consumption across all our assets during the operational phase.

Energy management initiatives at Bharti Real Estate's upcoming assets

Real-time Energy Monitoring Systems	We have installed energy monitoring systems in all our buildings to facilitate real-time energy consumption tracking. This data-driven approach allows us to make informed decisions regarding energy management
Dual-Source Energy Meters	To monitor and measure the power consumption of each load center, we are installing three-phase dual-source energy meters at the outgoing of main LT panels, and/or incoming floor panels. This ensures accurate measurement of electricity consumed in all assets.
Heat Recovery Unit	We deploy heat recovery units to recover total energy by transferring it from extract air to supply air. This innovative technology reduces the cooling requirement of incoming fresh air supply, resulting in energy savings. This is achieved by reducing the temperature and humidity of the ambient air entering the conditioned space.



Actual Image

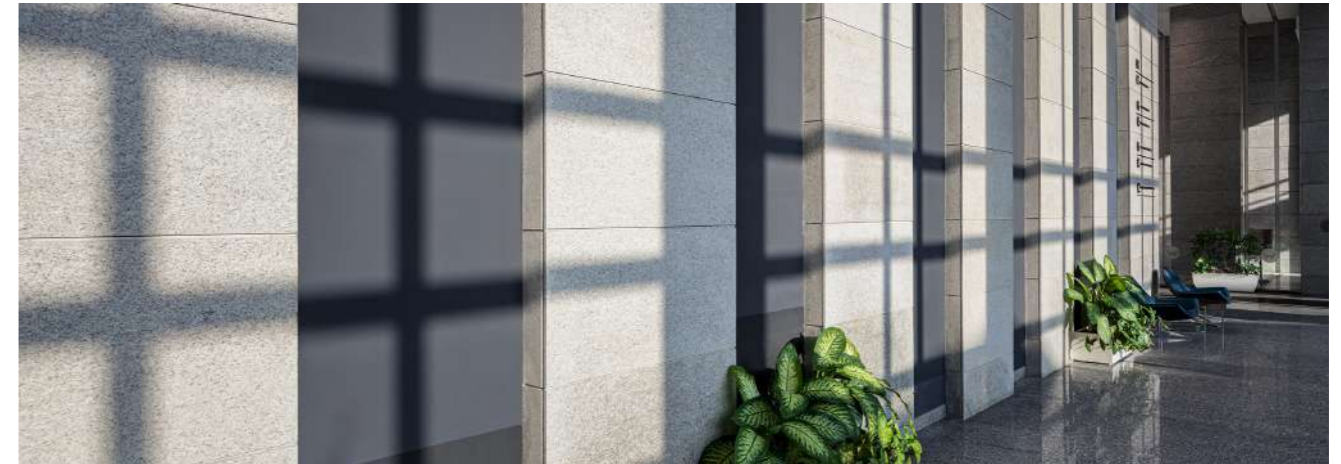
PIBCV: Building 'intelligent' HVAC systems

We are committed to reducing energy consumption using energy-efficient equipment and processes. We continuously evaluate new technologies and techniques to improve energy efficiency in our infrastructure.

By prioritizing energy efficiency in our operations, we are driving financial gains as well as playing an active role in creating sustainable assets for our tenants.

We have installed Pressure Independent Balancing Control Valves (PIBCV), which are specialized components used in heating, ventilation, and air conditioning (HVAC) systems to regulate the flow of water or other fluids.

Some of its key benefits include precise flow control, no manual control, and differential control of pressure to ensure design flow demand in a room is met at all loads.



Waste Management

We are firmly committed to embracing the principles of a circular economy. Our team is diligently focused on tackling both material sourcing and waste management challenges during the construction and operational phase of our assets. We proactively strive to curtail

waste at its origin and employ specialized methods for its safe and timely disposal. We are committed to reducing our waste footprint through effective waste disposal methods and going beyond regulatory compliance

ORGANIC WASTE	NON-HAZARDOUS WASTE	HAZARDOUS WASTE
<p>Organic Waste Digester Composting Machine based on thermophilic bacterial decomposition.</p> <p>Capacity 1500 kg/day of segregated organic waste</p> <p>Manure generation 20-25% of feed</p>	<p>Construction Waste Sent to municipality-authorized agencies in line with regulations.</p> <p>Metal scrap Sent to municipality-authorized agencies in line with regulations.</p>	<p>Hazardous waste Sent to authorized third-party recyclers in line with regulations.</p>

We acknowledge the adverse effects of improper waste disposal, leading us to establish robust systems for responsible waste management. The key wastes generated across our upcoming assets include C&D, Steel waste, wood waste, plastic and packaging waste, etc.

For efficient waste management during operational stage of the assets, we are planning to install 'Organic Composting Machines', a cutting-edge solution enable the segregation of 1500 kg of organic waste on a daily basis and help in reducing waste sent to landfills. The usage of such waste disposal technologies showcases our unwavering commitment to reducing the environmental footprint of the waste we produce while optimizing efficiency and cost savings. Some of the key features of this composting machine are:

Segregated Organic Waste	Impressive Volume Reduction	Thermophilic Bacterial Decomposition	Mechanical Aerobic Composting
<p>The composting machine focuses specifically on processing segregated organic waste. This separation is crucial to ensure efficient and high-quality composting by excluding non-organic materials such as plastics and metals</p>	<p>With the ability to reduce the volume of organic waste by 80% to 85%, this machine minimizes waste storage space and reduces the frequency of waste removal, resulting in cost savings</p>	<p>At the core of this composting machine lies a thermophilic bacterial decomposition process that diverts organic waste from landfills. This has a significant positive impact on the environment by reducing greenhouse gas emissions.</p>	<p>The composting process relies on oxygen and mechanical agitation, ensuring efficient and rapid decomposition of organic materials. This method cuts down the composting time significantly</p>



Water Management

We strongly believe in implementing sustainable water management practices throughout our operations. Our commitment to optimizing water consumption includes a thorough review of utility bills on a quarterly and annual basis. By diligently monitoring monthly water consumption, our primary business units proactively identify recurring patterns that warrant deeper analysis. In managing our water usage, we follow the 4R philosophy (reduce, recycle, reuse, and replenish) across all our projects to the maximum extent possible.

Use of state-of-the-art water management technologies

To further enhance our water management efforts, we will be installing Sewage Treatment Plants (STPs) at all our upcoming assets. These STPs will utilize Membrane Bioreactor (MBR) technology, which combines a membrane process such as microfiltration or ultrafiltration with a suspended growth bioreactor. Through the strategic use of semi-permeable membranes, the MBR technology effectively separates components of fluids based on their relative size, ensuring that the treated water is odourless, colourless, and bacteria-free. This high-quality treated water meets the demands of various applications including toilet flushing, irrigation, and cooling tower makeup water, with a Biological Oxygen Demand (BOD) level of less than 5 mg/l.

Details of proposed STPs at sites

<p>4 Worldmark Total Capacity 400 KLD 2 streams x 200 KLD each)</p> 	<p>5 Worldmark & 6 Worldmark Total Capacity 600 KLD 2 streams x 300 KLD each)</p> 
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Implementing MBR technology offers several advantages for Bharti Real Estate:

- A compact system that reduces the water footprint by 25-30% compared to conventional systems.
- Reduced reliance on chemicals for pre-treatment and post-treatment processes.
- Elimination of the need for tertiary filtration such as multigrade pressure sand filters and activated carbon filters.
- Lower manpower requirements for the STP treatment plant.
- Minimal sludge production, resulting in less frequent disposal compared to conventional systems.





We are conscious of our impact on the environment and thus, we have planned to install a rainwater harvesting system. The system includes two components: collecting rainwater runoff from the terrace area in dedicated collection tanks and implementing a bioswale drainage belt for rainwater runoff from surface areas such as hard escape and green areas. The rainwater collected in the tanks is stored and then utilized for domestic water usage after filtration. The overall capacity of the rainwater harvesting chambers allows for natural percolation into the ground, ensuring efficient utilization of rainwater resources.

Responsible consumption of water

In accordance with IGBC guidelines, low-flow fixtures will also be installed to further enhance water efficiency. These fixtures are specifically selected to minimize water consumption without compromising their functionality and performance. By adhering to these sustainable practices, we strive to be at the forefront of promoting efficient water management in the real estate industry.

Giving back to nature through harvesting rainwater

Our steadfast commitment to sustainable water management exemplifies our dedication to fostering a greener environment while meeting the needs of our stakeholders.

	>		>		>	
Water closets - Duel flush (4LPF/2 LPF)		Urinals <+1.5 LPF		Faucets <= 2.5 LPM		Health Faucets <= 6 LPM

Sustainable Construction

In today's ever-evolving real estate landscape, the importance of sustainability cannot be overstated. It encompasses a wide range of challenges, from project acquisition to the complexities of construction. Effectively managing these intricacies is crucial to ensuring long-term success in the real estate sector.

For example, when it comes to reducing embodied emissions in building assets, collaboration between real estate firms and suppliers becomes imperative. Estimating embodied emissions is an arduous task for all real estate companies globally, given the uncertainties surrounding supplier-specific emissions and the diversity of raw materials used in building construction.

We understand these challenges and remain steadfast in our commitment to providing an exceptional experience for all our stakeholders. Our approach is multifaceted, encompassing various strategies to achieve sustainable outcomes.

We prioritize sourcing materials locally, with a special focus on India, and utilizing local equipment during construction. This not only boosts the local economy but also minimizes transportation-related emissions, a significant contributor to the Scope 3 emissions in the real estate sector. Some of the key sustainable raw materials used in our upcoming assets in FY 2022-23 are given below:

Sustainable raw materials used in construction in FY 2022-23

5 Worldmark, 6 Worldmark	308 m ³ AAC Blocks	Nil Fly Ash Bricks	6,455 Litre Curing Compound	36,730 m ³ RMC
4 Worldmark	282 m ³ AAC Blocks	5,000 Fly Ash Bricks	5,255 Litre Curing Compound	29,497 m ³ RMC

Bringing our suppliers on board

In line with our dedication to sustainability, all our supplier and tenant agreements meticulously incorporate Environmental, Social, and Governance (ESG) clauses. We firmly believe that the social and environmental performance of our business and partners is crucial for long-term success. Hence, we expect all our associates to uphold our ESG-related requirements.

When it comes to environmental impacts, we strictly adhere to government regulations and select vendors that comply with norms for various aspects, including e-waste disposal, lube oil disposal, recycled water usage, emission control devices, dual fuel systems, and anti-smog machines. By doing so, we ensure that our operations remain environmentally responsible and align with the best industry practices.

Soil Conservation Activity	During the operational phase, we implement soil conservation activities, preserving 200 mm of topsoil. This helps maintain soil quality and promotes long-term ecological balance
Dust/Wind Breaking Walls	To effectively mitigate dust and wind concerns, we construct 10-meter-high walls around our construction sites. This not only minimizes environmental impact but also ensures a safer work environment for our employees.
Wheel Washing Facility	Our projects have wheel washing facilities, promoting conscientious water usage and effectively intercepting sediment. This helps reduce pollution caused by construction-related activities.
Curing Compound	We use curing compound for vertical structure in place of water during construction to reduce the consumption of water
Anti-Smog Guns	By installing innovative anti-smog guns at each project, we actively manage air quality, further contributing to a healthier environment for our communities
Air Quality Monitoring	To ensure continuous air quality monitoring, we deploy PM 2.5 and 10 sensors at each site. This allows us to proactively address any potential issues and maintain superior air quality standards
Sustainable Materials	We prioritize the use of sustainable materials, including Ready Mix Concrete (RMC), AAC Blocks, Curing Compound, and Fly Ash. These materials not only offer high durability but also reduce the overall environmental impact of our projects. Additionally, only STP water is utilized for all our construction activities, further reducing our ecological footprint.

Sustainability lies at the heart of our operations, and we are wholeheartedly committed to creating a greener future through our sustainable practices. We will continue to take concrete steps towards building a world that balances progress and environmental responsibility.

Social

SDGs Aligned



Representative image

Topic:

- Employee Well-being
- Occupational Health and Safety
- Human Rights
- Corporate Social Responsibility

Key Highlights:

- Incorporating AMBER to gain a better understanding of employee workplace satisfaction.
- ACT: an initiative to provide quality education to under-privileged children
- Implementing various unique measures to enhance employee wellbeing.

Targets:

- Ensure 30% of suppliers are trained on human rights issues by 2025, 50% by 2027 and 100% by 2030
- By 2025, 100% of employees to be trained on human rights issues



Representative image

Building our Social Capital

Employee Well-being

At Bharti Real Estate, we believe that our employees are at the core of our vision. We are dedicated to creating a workforce that is engaged and empowered, allowing us to fulfil our responsibilities towards our customers, environment, and society. Through a culture of trust, openness, and transparency, we provide our employees with the opportunity to make impactful decisions and become partners in our organizational growth.

We have developed a robust employee engagement framework that goes beyond work and encourages connections among employees. We believe that fostering friendships and a positive atmosphere enhances productivity both at work and in personal lives.

Our employee engagement framework is constructed upon key pillars that are in alignment with our

commitment to better employee engagement. These pillars encompass physical infrastructure, connectivity programs, celebrations of togetherness and success, health and wellness, and the promotion of diversity and inclusion.

Through the implementation of these initiatives, We cultivate collaboration, communication, and engagement across the organization. This not only enhances our work culture but also fosters a sense of belonging, boosts productivity, and nurtures healthy relationships among our team members. Such an approach not only bolsters our sustainability objectives but also paves the way for company's long-term success.

Workforce Data in FY 2022-23


Employees on-roll:
110


Total female employees:
7


Total male employees:
103


New employees hired:
72


Average employee age:
41


~ 13%
Total voluntary & regrettable employee turnover

Employee data at Bharti Real Estate business (Age) in FY 2022-23

Category	Male			Female			Total
	Age <30 yrs.	Age 30-50 yrs.	Age >50 yrs.	Age <30 yrs.	Age 30-50 yrs.	Age >50 yrs.	
Junior Management	11	30	4	1	1	2	49
Middle Management	1	38	4	0	1	0	44
Higher Management	0	5	10	0	2	0	17
Total	12	73	18	1	4	2	110

As a close-knit unit, we celebrate special occasions together as a family. Whether it's Women's Day, Independence Day, or festivals like Holi, Diwali, Eid, or Christmas, we celebrate with enthusiasm. We also make sure to celebrate project milestones to keep our employees motivated and morale high.

Employees who join Bharti Real Estate are introduced to our vision, values and code of conduct. By adhering to these principles, we cultivate a workplace culture that reflect our values.

Our open office layout ensures easy accessibility to senior leadership and top management. We have an open-door policy that encourages effective communication between employees and management, creating an inclusive and collaborative environment. Collaborative spaces are designed to promote healthy discussions and exchange of ideas.

We use AMBER, an online AI chatbot that helps predict employee engagement through regular touchbase with the employees in a confidential manner. Data analytics for various cohorts that AMBER provides, helps us understand employee experiences and facilitates our journey towards building a highly engaged and motivated workforce.

In FY 2022-23, our **engagement score** was 88/100, with a **mood score** of 4.3/5 and a **response rate** of 93.6%.

Additional benefits to provide financial support to employees: Voluntary Benevolent Fund, company-sponsored Term Insurance for Life, Group Personal Accidental Insurance, Temporary Loan, 26 weeks Maternity Leaves, Paternity Leaves and Health Check-ups help for greater economic security

Celebrating significant personal milestones like birthdays, anniversaries, and new births helps us engage our employees with the organization.

We have a range of family-friendly policies in place, including Parental Leave, Temporary Loan Policy, Health Check-up Policy, as well as insurances for both the employee and their family, covering life, accidents, and medical needs. Additionally, there's a Voluntary Benevolent Fund available as a corpus, accessible at the management's discretion in the unfortunate event of death or disability. During times of personal crisis, it reinforces Bharti Real Estate's commitment to the well-being of our employees.

We also deeply understand the importance of maintaining a healthy work-life balance. Consequently, our Leave policy is designed to encourage our employees to take a minimum of 15 days of leave every year, while any unused leave can be accumulated for future encashment upon separation. Additionally, apart from general leave entitlement, we annually publish a list of national holidays and festival leave calendar as official company-wide days off. To celebrate diversity and promote inclusion, a discretionary leave bucket is also available, allowing employees to choose leaves according to their preferences.

Learning & Development

Our employee engagement framework is founded on essential principles that reflect our dedication to growth and development. By actively incorporating these initiatives into our workplace, we encourage collaboration, open communication, and heightened engagement throughout the organization. This not only enhances our overall work culture but also nurtures a strong sense of belonging among our team members.

Talent Management & Development

In the journey to achieve our company's vision "To be the most admired real estate developer", we are guided by our core values and leadership competencies which are deeply ingrained in our people processes of talent acquisition, talent management & development, and our rewards practices.

Our Values



Power of 5

At Bharti Real Estate, our leadership competency framework is based on the elements of **SEIZE, SERVE, COLLABORATE, EMPOWER** and **SUCCEED**.

This framework helps us in assessing the individual, functional and organizational learning needs and facilitates creation of robust learning & development interventions.

- SEIZE:** Displaying Entrepreneurial Spirit
- SERVE:** Delighting the Customer
- COLLABORATE:** Building Collaborative Relationships
- EMPOWER:** Empowering and Developing
- SUCCEED:** Achieving Business Success

In FY 2022-23, we invested over **1,300 hours** in learning and development, with each employee receiving an average of **12.7 hours** of training.

This was accomplished through a combination of instructor-led workshops, internal knowledge-sharing sessions, and virtual classroom programs.

In FY 2022-23, our focus in skill development centered on the concept of "**Leading Self and Leading Others.**"

We conducted various programs and interventions that emphasized teamwork, alignment, collaboration, agility, and effective planning and execution. These efforts were aimed at boosting personal effectiveness and fostering excellence in project delivery. Major themes included topics like shared ownership, delegation, and the art of impactful communication, all designed to enhance skills in "Leading Others."

Furthermore, online training opportunities were provided through platforms such as Udemy, Coursera and LinkedIn, with the aim of improving both behavioral and functional competencies.

Performance par excellence

We believe in providing our people with a road map for success so that they understand what is expected of them and how they contribute to Bharti Real Estate's success story. The **Performance Management System (PMS)** is designed to ensure a **fair assessment** and **transparent feedback**. It provides dual opportunities for people to grow in the managerial and technical capabilities **aligned with their career aspirations**.

To foster a culture of **Performance Excellence**, a holistic assessment process exists which looks at the achievements and the way these achievements have been accomplished.

During FY 2022-23, we successfully ensured that 100% of our employees received regular performance and career development reviews.

The framework is designed on the following key elements:

- Goal / KRA setting
- Assessment of KRA's and Leadership competencies
- Performance feedback dialogues
- Reward Management
- Training & Development Plans
- Career Planning

'STRAP'-ping for success

For us to remain a high-performance culture, **STRAP (Strategic Action Plan)** conceptualization and kick-off meet is held with the leadership team at the start of every year, to deliberate on the strategic focus areas for the organization. Every functional team is mandated to have their **functional strategies** deliberated and discussed before the company strategy meet. The **bottom-up approach** of communication, with appropriate inputs from the top management helps facilitate realistic goal setting and drives higher ownership and accountability across all levels.

The **STRAP** and the **Business Scorecard** once formalised and signed off are communicated to employees during the **Employee Communication Forum (ECF)**. ECF is one of the most important communications forums through which information is cascaded to all employees leading to a clear understanding of the strategic direction of business and how own KRAs link to the company goals. This platform also serves as a great forum to appreciate contributions of individuals and teams as well as provides everyone an opportunity to ask questions from the leadership team.

For Employees

- Fair and objective performance discussion
- Opportunity to discuss career aspirations
- Alignment with Manager

For People Manager

- Clear view on individual performance
- Identification of key talent actions
- Expectation setting for next year

For Leadership

- Talent view and readiness for future strategy execution

For HR

- Clear talent insight & actions on Rewards, Development and movement, etc
- Succession planning for critical roles
- Input on enhancing future performance



Encouraging Excellence and Appreciation

Fairness and equity have consistently been the backbone of our rewards practices that we've built over the years. Performance is thereafter rewarded as per the underlying principles of our rewards philosophy which factors:

- **External competitiveness**
- **Internal equity**
- **Talent strategy**
- **Pay for performance**

To further accelerate earning capacity of high performers, the employee compensation structure has a component of fixed pay and variable pay. The variable component is paid annually basis the weighted average of individual performance and company performance, thus making employees a stakeholder in the organization success.

Recognizing and rewarding excellence

We at Bharti Real Estate believe that a robust 'Rewards and Recognition' framework fosters a culture of excellence within the organisation. Our managers play a vital role in recognizing and rewarding employee efforts through a range of ways. This not only helps us become a great place to work but also promotes a culture of collaboration and healthy competition among our employees.

Our iPraise program, supported by our core values and leadership competency behaviours, aims to encourage

and acknowledge employee contributions towards organizational success. The program provides various opportunities to acknowledge and recognize individuals and teams while improving employee engagement and fostering a shared commitment to success and celebration.

Through this program, we also highlight behaviours and activities that have benefited the organization and showcase our employees as role models. This helps attract, motivate, and retain talented individuals while ensuring fairness and objectivity in our practices.

Categories of Awards:

We have six categories of awards to acknowledge outstanding performance:

- Spot Awards:** Recognizing efforts, commitments, and positive behavior displayed at work
- Outstanding Champion Awards:** Recognizing specific contributions that impact overall business performance
- CEO Excellence Awards:** Honoring significant contributions and extraordinary efforts by individuals or teams.
- Engineering Excellence Awards:** Recognizing project teams that exceed targets in areas such as planning, execution, technology, sustainability, environment, and safety
- Long Service Award:** Commemorating employees with 5, 10, 15, 20, and 25 years of service
- Care Champion Awards for Business Associates:** Recognizing exceptional efforts by contractual resources who demonstrate desired behaviors and values on the job

In addition, Bharti Enterprises has instituted changemakers awards to commend Group companies that integrate corporate social responsibility (CSR) into their businesses. This demonstrates an outstanding commitment to CSR, and the awards are given at both the company level and for individual ACT Ambassadors.

The annual ceremony for these awards is held at Bharti Enterprises Office in New Delhi, presided over by Bharti Group's Board of Directors.

Occupational Health and Safety

Occupational Health and Safety: A Comprehensive Approach to Well-being

The essence of Bharti Real Estate's existence lies in its people. Our unyielding commitment to occupational health and safety is not just a corporate requirement but a way of life. Here, safety is not an afterthought—it is woven into the very fabric of our work culture.

Elevated Safety Training and Skill Development

In our continuous endeavour to go above and beyond, we offer training programs that are specialized to suit the nature of various jobs. Our job-specific training modules are designed in alignment with the relevant Standard Operating Procedures (SOPs) for the tasks at hand. This enables our workers to master not only the skills of their trade but also the safety requirements associated with them.

Moreover, our proactive approach to daily safety extends to our regular "Toolbox Talks," where we address general safety violations and provide immediate corrective actions. These dialogues are not just instructive but offer a two-way communication channel, ensuring that safety is a collective responsibility of everyone at the construction sites.

A Clean Slate: Zero Fatalities, Zero Harm

We take immense pride in announcing that the reporting period was marked by zero fatalities and lost time injuries. This is not a mere statistic; it's a testament to the effectiveness of our health and safety protocols and the conscientious effort put in by every team member to uphold them.



Actual image

Our Employee Health and Safety (EHS) Policy is a declaration of our values. Exceeding standard benchmarks, this expansive framework puts management in the driver's seat, ensuring that qualified EHS personnel such as first-aiders, safety stewards, and safety managers are available round-the-clock.

Our EHS Policy seamlessly integrates Implementation & Monitoring protocols that hold contractors accountable for an exhaustive list of safety measures, from mitigating dust to ensuring statutory compliance. Through mandatory Awareness Programs and Induction Trainings, we have built a Safety Park designed to educate stakeholders about our rigorous safety protocols.

To reiterate our zero-tolerance policy against any laxity in health and safety standards, penalties for non-compliance are clearly outlined in our EHS framework.

Human Rights

We at Bharti Real Estate, believe that every individual, regardless of their background, deserves to be treated with dignity, respect, and fairness. Our commitment to human rights is integrated into all aspects of our organization. We stand by the international standards and norms, such as the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Our measures encompass various areas, including addressing child labor and forced labor, preventing discrimination, ensuring fair wages and workplace security, and prioritizing health and safety.

Our vendor contracts and agreements also include human rights clauses to ensure compliance by our value chain partners.

Corporate Social Responsibility

For us at Bharti Real Estate, business performance goes beyond shareholder returns and profit margins. We have always tried to not just live up to but also try and exceed the expectations of the communities in which we operate. We believe in pursuing wider socio-economic and cultural objectives.

Our CSR and welfare activities are committed to creating and supporting programs that bring about sustainable changes through education and use of technology by ensuring -

- Accessibility and quality of education for all, in particular underprivileged children from disadvantaged and marginalized communities.
- Education and training opportunities to the youth of our country to make them employable.

Bharti Foundation

We undertake all our CSR activities through the philanthropic arm of Bharti Enterprises called 'Bharti

To promote awareness and understanding of human rights and related issues, we conduct annual sessions on our Code of Conduct and all our employees in the reporting period participated in the same. We are committed to extend these sessions to our vendors and partners in future course of time. We are proud to report that during the reporting period, we had no incidents of discrimination or human rights violations. This is a testament to our commitment to fostering a just and ethical workplace.

We believe that by incorporating human rights considerations into our operations, we contribute to a more equitable and sustainable future.

Foundation'. Since its inception in the year 2000, the Foundation is focused on improving the quality of education imparted to children in rural areas and promoting gender equality, through access to education for all.

Various other initiatives are taken by the foundation promoting sanitation, technology incubation, infrastructural development for educational institutes etc.

Satya Bharti School Program is the flagship initiative of Bharti Foundation dedicated to empowering those in need through education. It's mission is to provide underprivileged children in rural India with free quality education, including uniforms, educational materials, and nutritious meals.

Vibrant classrooms offer experiential learning, integrating projects and activities that engage and inspire students in a safe, clean, and green school environment.

With a story-based pedagogy, value education, community initiatives, and educational technology interventions, the foundation ensures that every child receives a quality education that prepares them for a bright future.

Bharti Foundation initiated the Satya Bharti Quality Support Program in 2013 with the objective of transforming partner Government schools into dynamic centers of learning by means of co-scholastic interventions conducted in conjunction with school leadership.

Capacity building of school teachers is done through skill-building workshops, training programs, and teacher mentoring programs. Comprehensive support is extended to teachers for effective teaching, self directed learning to upgrade their knowledge and skills. The **Teacher App** – an electronic platform for teachers is actively used to empower teachers, school leaders, and educationalists with high quality and engaging content.

Since inception, Bharti Foundation programs have impacted lives of 30 lakh+ students, 27,000+ schools, 1,51,000+ teachers, 18,700+ villages, and 55 Lakh + community members.

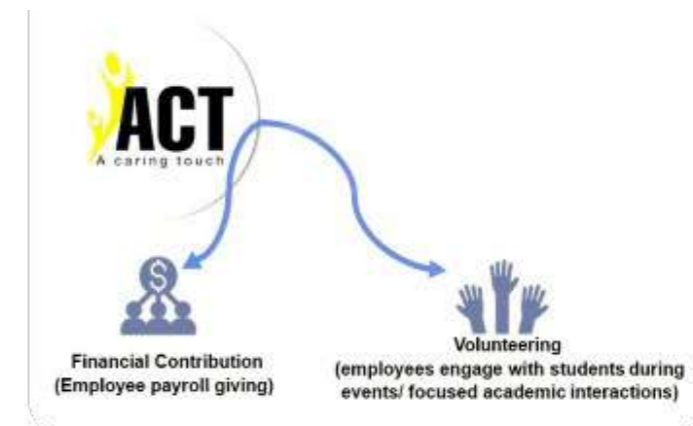
ACT (A Caring Touch)

Employee donations and engagements go a long way in ensuring free, quality education to underprivileged children, especially the girl child, across all Satya Bharti Schools. **'A Caring Touch'** is an employee engagement program of Bharti Foundation to engage employees of Bharti Group Companies as volunteers and contribute in terms of time, skills and/or knowledge and monetary contributions, to Bharti Foundation and other empaneled NGOs.

During the reporting period, 100% of employees of Bharti Real Estate business contributed a part of their salary towards the ACT program and the contribution was matched by the company.

Besides the financial contribution, employees are encouraged to volunteer their time towards CSR Volunteering opportunities are organized for employees and their families to meet Satya Bharti School students by physically visiting the schools and through virtual connect programs. Objective of such meet-ups is for employees to interact with the not-so privileged children, exchange experiences, mentor and counsel on careers ahead.

This approach not only elevates the impact of these initiatives but also contributes to the broader goal of creating a positive and sustainable change in the communities.



Strengthening higher education

The commitment of Bharti Foundation towards aiding students in acquiring quality education goes beyond just the primary level. Our foundation extends its vision for exceptional education and learning to the realm of higher education. This encompasses partnering with numerous educational institutions and offering them infrastructural assistance, ensuring that students can attain an enriched learning experiences through their support.

In FY 2022-23, Bharti Foundation entered a strategic collaboration with Plaksha University, with the primary objective of creating a prestigious centre of excellence dedicated to technology education and designed to provide unparalleled educational opportunities.

Bharti Real Estate contributed Rs 2.5 Crore+ for various initiatives of the foundation including establishment of the Bharti academic block in Plaksha University.

In a collaborative effort between IIT Delhi and Bharti Enterprises, driven by the vision to cultivate telecom leaders through excellence in education and research, **Bharti school of Telecommunications, Technology, & Management** has emerged as a preeminent educational hub within the nation. It provides specialized programs in the field of telecommunications and benefits over 150 students annually, spanning across M. Tech / MS Research, MBA, and PhD programs. **Batch of 2021-23, 11 students from M. Tech and MBA courses were given Bharti Merit Award for academic excellence.**

The Bharti Institute of Public Policy (ISB Mohali): Operating as an autonomous think tank, this institute actively engages with policy challenges across a diverse array of domains, encompassing areas such as agriculture and food, environment, education, financial policy, governance, and digital identity. In addition to its flagship postgraduate program, ISB Mohali offers a specialized focus on public policy through its Advanced Management Program. The institute has further formed a collaborative partnership with Tufts University's Fletcher School of Law and Diplomacy.

School of Future Technologies (Anant National University, Ahmedabad): Having set its sights on becoming a preeminent Indian university by 2025, excelling in the domains of design, built habitat, and sustainability while upholding a distinguished reputation both nationally and internationally, Anant National University was founded in 2016 as the country's inaugural design-focused university. This journey entails leadership in the realms of design, built environment, and sustainability, all while maintaining its esteemed Indian heritage and global recognition.

Bharti Centre for Communication, Indian Institute of Technology, Bombay

This centre fosters expertise in the scope of telecommunication and its allied systems. In FY 2022-23, the centre has hosted 18 research students and welcomed three distinguished speakers from around the world. It has also contributed to scholarly discourse by publishing 15 papers in international conferences and journals."



Representative image

Skilling our workers through Project NIPUN

We at Bharti Real Estate strongly believe in building a productive and skilled workforce, especially the workers at our construction sites. Therefore, we launched the Bharti Sampurna Vikas program through which we undertake skill building programs for our on-site labourers from time to time.

In last financial year, we have implemented Project NIPUN, an initiative of the Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) under Ministry of Housing and Urban Affairs (MoHUA) for skill-based training and certification through Recognition of Prior Learning (RPL) and Fresh Skilling for labourers. Through this project, we provided an 80-hours of training designed for gaining a variety of job skills, such as masonry, bar-bending, shuttering, plumbing, and more. This training curriculum is divided into 10 hours of classroom training and the remaining hours are devoted to on-the-job learning.

As part of project, workers who successfully completed the certification program received a reward of Rs. 500 and were provided with accidental insurance coverage of INR 2 lakh for a duration of 3 years, offered by the Government. This insurance can be renewed after 3 years with an annual premium cost of INR 12.

We hold a strong belief that this approach will not only add to the skill building of our nation, but also position us as a responsible and conscientious organization.

Bharti Real Estate's dedication to innovation, community impact, sustainability, and inclusive practices showcases its unwavering commitment to setting new industry standards and creating a positive impact that goes beyond real estate development.



Governance

SDGs Aligned



Representative image

Topic:

- Corporate Governance
- Economic Performance
- Building Certification

Key Highlights:

- Office of Ombudsperson: acknowledging stakeholder concerns related to violation of the company's ethical code of conduct.
- Pre certified IGBC platinum for 4, 5, and 6 Worldmark

Future Target:

- 100% of all company's operational assets to be green certified under internationally recognised bodies like IGBC, USGBC etc.

Governance at Bharti Real Estate



We are committed to upholding the highest standards of accountability, transparency, social responsibility, operational efficiency, and ethical conduct. Our company believes that sound corporate governance practices, compliance with laws and regulations, and stakeholder value creation are essential for sustainable growth and success. With a strong emphasis on governance, Bharti Real Estate has established a robust governance structure and various committees to ensure effective oversight and decision-making.

The Board of Directors of the company and its Committees have been established as a part of the best corporate governance practices and follow the requirements of the relevant provisions of the Companies Act, 2013 and other applicable laws and statutes.

Board Evaluation

Performance evaluation of the members of the Board and the Board as a whole is carried out regularly through a structured evaluation process covering various aspects such as composition of the Board, experience & competencies, performance of specific duties & obligations, governance issues etc.

A separate exercise is carried out to evaluate the performance of individual directors including Whole Times Director on parameters such as attendance, contribution at the meetings and otherwise, independent judgement, etc. All directors participate in the evaluation survey and the result of the evaluation is noted in the Annual Board Meeting.

Internal Financial controls

Our company has in place adequate tools, procedures, and policies, ensuring orderly and efficient conduct of its business, including adherence to the company's policies, safeguarding of its assets, prevention and detection of frauds and errors, accuracy and completeness of accounting records, and timely preparation of reliable financial information.

Board of Directors

Our Board of Directors plays a pivotal role in providing strategic direction and guidance to the company. Comprised of professionals with diverse expertise and experience, the Board ensures the highest level of governance standards and oversees the overall management of the organization. The Board consists of individuals with proficiency and sound knowledge in the economic, environmental, and social domains, which directly impact business operations.

Audit Committee:

Our Audit Committee, chaired by an Independent Director, plays a crucial role in monitoring and providing reassurance to the Board regarding the effectiveness of the company's internal control environment. The committee supervises the financial reporting process, ensuring accuracy, transparency, and compliance with applicable laws and accounting standards. By reviewing audit reports and financial policies, the Audit Committee strengthens financial governance and risk management practices.



Representative image

Nomination & Remuneration Committee:

Our Nomination & Remuneration Committee is responsible for determining the remuneration policy of Bharti Real Estate business. Comprising solely of independent directors, this committee recommends the remuneration structure for the Board members and key managerial personnel. The committee assesses various components, such as salary, perquisites, sitting fees, commission, stock options, and sweat equity, to ensure fair and competitive compensation aligned with the company's goals. The Nomination & Remuneration Committee's primary objective is to attract, retain, and motivate talented individuals who contribute to our long-term success.

Corporate Social Responsibility Committee:

The Corporate Social Responsibility (CSR) Committee formulates and monitors our CSR programs. This committee recognizes the importance of societal impact and sustainability. It identifies areas where the company can contribute positively to society through various initiatives, such as education, healthcare, environment conservation, and community development. By overseeing the implementation and progress of CSR initiatives, this committee ensures Bharti Real Estate fulfills its social responsibilities and positively influences the communities it operates in.

We understand the significance of effective corporate governance in maintaining stakeholders' trust and achieving sustainable growth. With a dedicated Board of Directors and various committees, including the Audit Committee, Nomination & Remuneration Committee, and Corporate Social Responsibility Committee, our company demonstrates its commitment to ethical practices, transparency, and accountability. By adhering to the highest governance standards and incorporating the best available practices, We aims to maintain its position as a responsible corporate citizen and a leader in the industry.

 **Economic Performance**

In the real estate business, economic performance serves as a vital barometer of our sustainability journey. At Bharti Real Estate, our commitment to sustainable practices is intrinsically linked to our economic well-being. We recognize that a thriving economic foundation is essential not only for our business but also for the communities and stakeholders we serve.

Our economic performance serves as a testament to our adeptness in balancing financial growth with ethical responsibility. Amid our engagement in real estate development, we steadfastly pursue the creation of shareholder value while simultaneously ensuring a positive contribution to the economic landscape of the regions where we operate.

At Bharti Real Estate, an unwavering focus on rapid innovation propels our economic success. We firmly believe that innovation serves as the driving force behind our accomplishments. By embracing sustainable construction practices, energy-efficient solutions, and cutting-edge technologies, we amplify the economic viability of our projects. This strategic approach not only positions us as leaders in the market but also aligns our economic advancement with our commitment to environmental stewardship.

Moreover, our company's economic performance is intrinsically linked with the prosperity of the communities we engage with. Through initiatives such as job creation, local investments, and community engagement, we foster a synergy that bolsters not only our business but also uplifts the regions we are privileged to be a part of. This commitment underscores our dedication to social responsibility, ensuring that our economic endeavors extend beyond financial returns to positively impact the societies we serve.

As we navigate the complex landscape of real estate, our commitment to economic performance goes hand in hand with our dedication to sustainability. Through responsible economic growth, innovative practices, community empowerment, and transparent reporting, we forge a path toward a resilient and prosperous future.



Representative image

Business Ethics and Transparency

Bharti Real Estate (together with its affiliated businesses and joint venture partners) adheres to the principles of good corporate governance and is dedicated to promoting long-term, capital-efficient growth that maximizes shareholder value.

We are dedicated to adhere to the highest governance standards supported by a board that is impartial and well-informed, as well as by extensive processes, policies, and communication. For efficient corporate governance, we make sure that numerous disclosure standards are followed both in "letter and spirit."

We as a company always strive to follow the highest levels of ethical business practices as articulated by our Code of Conduct to achieve our performance with integrity.

Our company's Ombudsperson office provides an independent forum and vigil mechanism under the law for all employees and other stakeholders of the company to raise concerns and report any breach or threatened violation of the code. As required under the listing agreement and the Companies Act 2013 and rules, it reports to the audit committee of the Board and

is authorised to investigate complaints suo moto based on the information or the complaints filed with the Ombudsperson Office.

Any stakeholder (employee, associate, strategic partner, vendor) who observes unprofessional behaviour can approach the Ombudsperson office to voice his or her concerns. The complainant may be either an observer who is not directly impacted, or a victim who is directly or indirectly affected by such practices.

The office aims to provide a fair and equitable redressal mechanism. The process is designed to offer protection to the complainant provided the disclosure is made in good faith and the alleged action constitutes a genuine and serious breach of Bharti Code of Conduct.

The Ombudsperson will treat all disclosures in a confidential and sensitive manner.

A person can raise a concern, either verbally or in writing by giving background of the unprofessional conduct, reasons for raising the concern, the identity of the individuals who may be involved and documentary evidence, wherever available or applicable

Corporate Governance Policies at Bharti Real Estate

Company's Code of Conduct	The company's Code of Conduct (COC) underscores the company's comprehensive approach to governance, emphasizing: (a) Ethical Business Practices and Standards (b) Cultivating Trust, Transparency, and Integrity (c) Nurturing Equitable Relationships with All Stakeholders.
Anti-bribery & Corruption Policy	The policy was created to provide ethical guidance and complements the principles in the Code of Conduct. It reminds all Bharti Group employees to conduct business fairly, transparently, and with integrity in all contexts.
CSR Policy	The policy was established to effectively fulfil the company's social responsibility. Managed by the company's CSR committee, this policy guides all CSR-related actions and initiatives. This ensures that the company's commitment towards social responsibility is executed seamlessly and impactfully.
Ombudsperson Policy	The policy was created to ensure a fair procedure for addressing concerns while maintaining confidentiality. It safeguards employees and Business Associates from reprisals for reporting concerns in good faith, even if unproven.
Equal Opportunity Policy	This policy recognizes the value of a diversified workforce and commits to providing equal opportunities. It covers all individuals with disabilities, including job applicants, employees, interns/trainees, and those who develop disabilities during their tenure.

Risk Management

At Bharti Real Estate, our commitment to sustainability is accompanied by an unwavering dedication to effectively manage potential risks that emerge during the pursuit of responsible real estate development. We acknowledge that as we strive to create sustainable and resilient properties, inherent challenges necessitate meticulous consideration and proactive strategies.

Our approach to risk management commences with a comprehensive assessment of potential environmental, social, and governance (ESG) risks linked to our projects. We meticulously evaluate factors including regulatory changes, climate vulnerabilities, community expectations, and resource limitations. This initial identification empowers us to prioritize and address risks in an efficient manner.


As a company, we hold a paramount priority for adhering to the highest quality and safety standards across our organization. This commitment is maintained through comprehensive quality awareness programs and stringent safety policies that are rigorously enforced.

With our unyielding focus on sustainability and risk management, we remain steadfast in our dedication to ensuring that our real estate initiatives not only align with the highest standards but also exhibit the resilience required to navigate the challenges of our dynamic landscape.


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

- Continually seeking to understand customer requirements and adopting and exceeding expectation through timely delivery, quality product and services.
- Deploying quality human capital in all fields of operation and striving to become the preferred employer
- Committing to environmental responsibility through 'Green', intelligent and innovative developments
- Committing to comply with legal and other requirements and prevention of pollution, injury and ill health
- Focusing on strong corporate governance


Our Guiding Principles




Innovation




Quality



People-Centricity



Sustainability



Wellness

Building Certifications

In India, the prominence of green construction is increasing as investors and buyers are becoming mindful of the ecological impact of real estate projects. Green buildings incorporate elements such as energy efficiency, responsible material sourcing, water conservation, and sustainable interiors and site characteristics. A green building certification from a reputed agency shows a company's commitment to sustainable development.

Bharti Real Estate has defined its long-term vision of building only green-certified assets in coming years. Our under development assets – 4 Worldmark, 5 Worldmark and 6 Worldmark received Platinum pre-certification under India Green Business Council (IGBC), India's premier green building certification body.

We at Bharti Real Estate ensure that we as a company are doing our best to maintain the highest set of standards towards quality throughout the organisation.



ESG Governance Structure

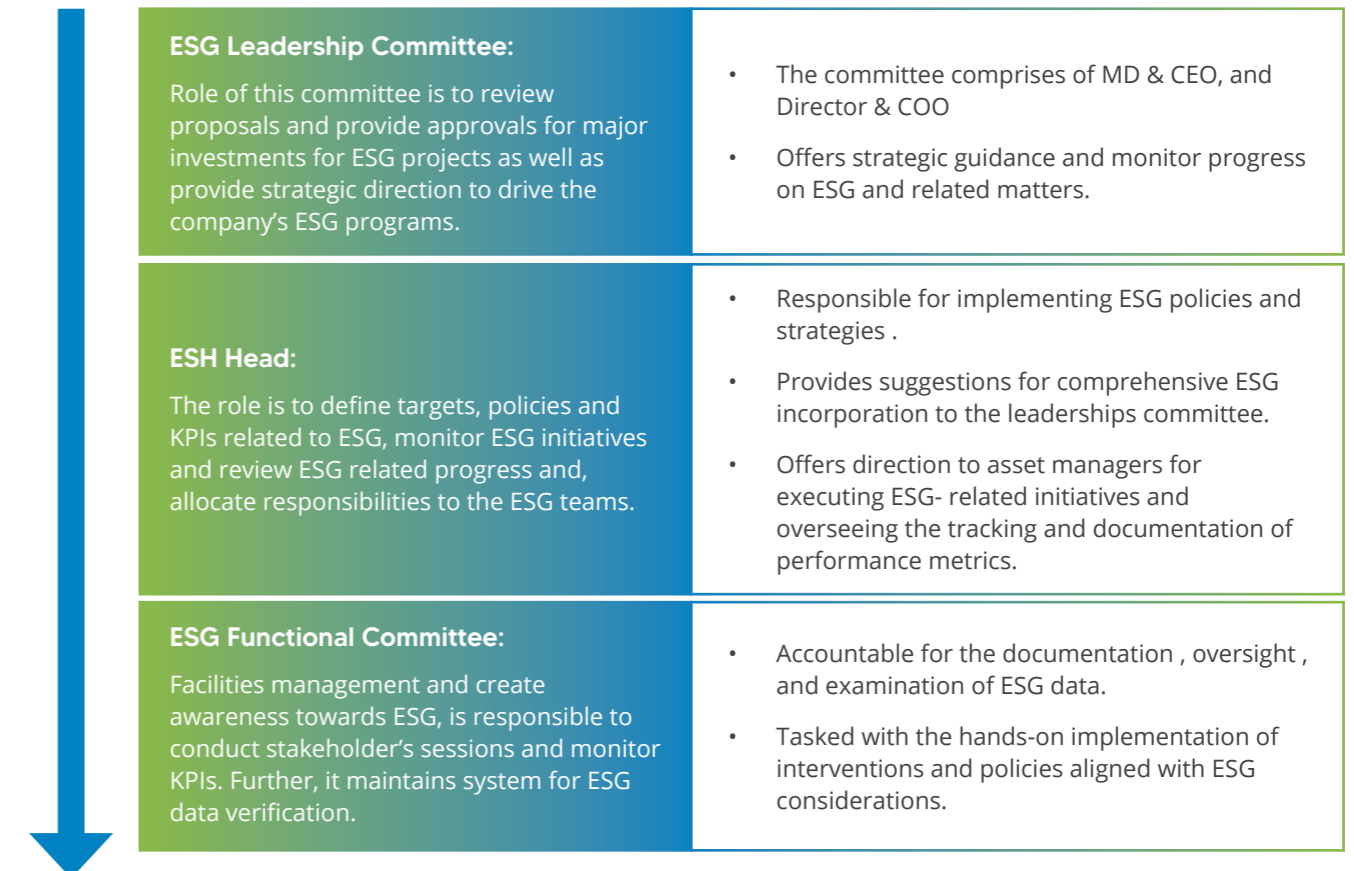
Our ESG strategy is a direct reflection of our resolute dedication to sustainability within the real estate sector. It stands as a testament to our unwavering responsibility and ethical conduct in our business practices, all the while placing the interests and well-being of our stakeholders at the forefront.

Our governance structure meticulously accommodates the concerns of various stakeholder factions. It serves as the bedrock for our corporate strategy, environmental mindfulness, ethical business conduct, interactions, and risk management. This framework ensures a holistic approach to governance, safeguarding the interests of all involved parties and aligning our operations with principles of transparency, accountability, and integrity.

Our governance approach finds its foundation in our company's Code of Conduct. Our governance principles are infused with insights from best practices across globe, all geared towards realizing the company's growth

objectives and overarching vision. The interests of all stakeholder groups are precisely factored into our governance framework, which serves as the foundation for our corporate strategy, ethical business practices, environmental awareness, risk management, and interactions. Our ESG governance at Bharti Real Estate is overseen by various committees, which are responsible for identifying opportunities for new initiatives and risk management, while making necessary resources available for driving sustainability-related initiatives.

Our well-defined ESG governance structure determines the nature, scope, and priorities of our sustainability agenda for allocation of resources and funds, as well as measurement, reporting, and time frames for projects and initiatives. Further, company's ESG governance structure comprises of working groups and committees, each broadly aligning with a pillar of our sustainability strategy.



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