



**BIRLA ESTATES**



**ADITYA BIRLA**  
REAL ESTATE



# LEGACY OF TRUST, FUTURE OF SUSTAINABILITY

ESG Report 2023-24



**BIRLA ESTATES**

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For more information on sustainability at Dream, please visit our website.

<https://www.birlaestates.com/esg.aspx>





## Message from the MD & CEO



Net Zero target by 2050. We are making remarkable strides in the built environment by implementing initiatives to effectively manage embodied carbon. Our focus on undertaking detailed climate risk assessments for all our projects demonstrates our commitment to designing for future resilience and safety. We are proud to state that one of our flagship projects, Birla Aurora in Worli, Mumbai has completed a 100% transition to renewable energy.

*Reinforcing our commitment to ESG excellence, We have achieved a remarkable milestone of 30.5 million safe manhours with zero lost-time injuries, we also proudly attained Net Zero Energy status for commercial project, Birla Aurora.*

We're excited to share our continued leadership in ESG by participating in GRESB for the third consecutive year. This year, we've achieved a 5-star rating for our commercial portfolio and a strong score of 96 for our residential portfolio, solidifying our position as a sustainability leader in the real estate industry.

As we look to the future, we're committed to driving systemic change by collaborating with key stakeholders. By innovating, scaling our initiatives, and forging new partnerships, we'll continue to create sustainable living spaces ensuring a lasting positive impact on the environment and society.

Sincerely,  
**KT Jithendran**  
MD & CEO

At Birla Estates, we strive to harmonize tradition with innovation, shaping sustainable and transformative spaces that redefine modern living. Guided by our purpose, "To Enrich Lives by Building Happy Communities that are Rooted in Trust," we are committed to creating world-class residential, commercial, and mixed-use developments. Currently, we are developing 13 projects spanning a total saleable area of 24 million sq. ft. across India, delivering exceptional quality and fostering vibrant communities.

Our nation's development requires balancing economic growth with sustainability commitments. Growing population and urbanization is expected to create sustained demand for premium homes and office spaces. The nature of real estate development is labour-intensive and creates significant pressure on natural resources thereby necessitating organizations to conduct business in a socially responsible and environmentally conscious manner. We are proud that our LIFEDESIGNED® philosophy leads us towards achieving our growth with social responsibility and environmental consciousness. LIFEDESIGNED® at Birla Estates creates spaces that embody efficiency in design, customer centricity, sustainability, and execution excellence.

We have developed an ESG strategy for the organization, and have lined up initiatives to demonstrate its progress on the ground. Further, we are in the process to align ourselves with ABG's commitment to sustainability and aim to achieve the

## Message from Deputy CEO



A shining illustration of our operational practices is our safety record of achieving 30.5 million man-hours without lost-time injuries. This is not just a matter of pride based on past achievements but setting ourselves a very high standard for all future projects. We are cognizant that this focus on safety is a daily discipline and are committed to safety protocols, professional development, periodic trainings and skill enhancement of our entire workforce.

*As we embark on a significant growth phase, with 6 million sq. ft. of launched & ongoing projects and an exciting pipeline of 18 million sq. ft. of upcoming projects, we remain committed to integrating ESG principles and practices into every aspect of our business.*

At Birla Estates, we prioritize energy efficiency, sustainable construction, and inclusive community development. These efforts not only meet regulatory standards but also establish the Company as a responsible leader, driving long-term success, resilience, and positive societal impact within the evolving Indian real estate sector. Our Company is on a strong growth path with project developments at various stages across India.

Our practices are built on the bedrock of strong governance systems and processes, that ensure that even as we expand across four regions in India, the focus on ESG remains sharp and clear. ESG governance is a vital pillar of our corporate strategy, embedded within every aspect of decision-making, from planning to execution.

We ensure that our policies are not static but living documents that undergo periodic reviews and updates in line with emerging global best practices and evolving regulatory landscapes. A robust policy framework with clearly laid out principles and guidelines across areas such as Health, Safety and Environment (HSE), biodiversity, Anti corruption & anti bribery, POSH, to illustrate a few, support the ESG governance mechanism. We are developing a system that integrates key elements of quality management, environmental management, and occupational health and safety, ensuring that our operations are aligned with our core values.

Our management systems and processes serve as guiding lights and propose action steps to ensure that we remain committed and improve on sustainability metrics even in our strong growth phase. We are actively exploring innovative technologies and solutions aimed at enhancing efficiency, reducing emissions, and promoting sustainable practices across all our projects. By cultivating a culture of sustainability and ethical conduct across the organization, we aim to go beyond mere compliance and fully embrace the true essence of these principles in our business practices.

Sincerely,  
**Gaurav Jain**  
Deputy CEO



## Message from the Head- ESG



At Birla Estates, we are committed to achieving green building certification for 100% of our projects. We are also focusing on climate risk assessment of all our projects and conducted assessment for all our projects, considering different scenarios of Shared Socioeconomic Pathways by IPCC.

*Our commitment to ESG best practices and initiatives has enabled us to achieve a significant milestone, earning a 5-star GRESB rating for standing investments and an impressive score of 96 for our residential portfolio.*

It is a privilege to collaborate with an exceptional team to drive the ESG function at Birla Estates during a period of strong and sustained growth, as we collectively navigate complex environmental and social challenges. We have approached these challenges at two interconnected levels – at the organizational level with well-defined goals, systems, and processes; and at the departmental level with targeted approaches and innovative initiatives.

We have established comprehensive processes and procedures that serve as the backbone for achieving our ESG ambitions and commitments. We have also aligned our practices internally as well as with global ESG frameworks and standards to ensure we remain at the forefront of sustainable development practices in the real estate industry.

Drawing from the Aditya Birla Group's ESG strategy, stakeholder feedback, and materiality assessment, we have also embedded ESG principles into the very core of our Company's growth strategy. These principles have been translated into tangible metrics and KPIs, enabling us to objectively track our progress on all fronts of ESG. An illustration of this is our decarbonisation efforts ongoing work on embodied carbon, where we are aligning ourselves with ABG's target of achieving Net Zero carbon emissions by the year 2050. This commitment extends to adopting industry best practices in renewable energy, sustainable building materials, and green technology to reduce our carbon footprint.

Our commitment to ESG is also evident in the consistent improvement in sustainability performance over the years. We believe that with authentic, transparent, and comprehensive ESG disclosures, we will engage proactively with all our stakeholders and keep progressing on sustainability. We work together to foster a culture of ESG awareness and ownership at all levels.

I would like to take this opportunity to thank all our colleagues for their commitment to our ESG journey and for their active role in spreading awareness and undertaking focused initiatives.

Sincerely,  
**Shailendra Joshi**  
Head ESG



Artist's Impression



# About the Report

## Reporting Characteristics

This is the inaugural ESG Report for Birla Estates Private Limited ('Birla Estates' or the 'Company'), showcasing the Company's commitment to embedding sustainable practices across its operations. As a growing real estate company, we recognize the importance of integrating sustainable practices into every facet of our operations. This report reflects our commitment to transparency, accountability, and our long-term vision for creating sustainable communities and spaces.

In this first edition, we aim to provide a comprehensive overview of our ESG strategy and commitment towards actions on combating the challenge of climate change along with sustainability initiatives, performance, and future goals. The report covers our environmental, social, and governance (ESG) efforts during the fiscal year 2023-2024. We have aligned our strategies with ABG group's Sustainability Goals, global sustainability frameworks and best practices, ensuring that our approach not only meets but exceeds industry standards.

The primary audience of this report includes investors, customers, employees, regulators, business partners, and other stakeholders seeking insights into our ESG journey. To ensure a comprehensive portrayal of the Company's performance, report has been prepared in accordance Global Reporting Initiative (GRI) Standards, SASB Standards and Sustainable Development Goals (SDGs). It highlights our key initiatives in areas of sustainability, stakeholder engagement, customer satisfaction and ethical governance.

As we move forward, we are committed to continually refining our ESG strategy, setting ambitious goals, and transparently reporting our progress. This report is not just a reflection of our achievements but also a roadmap for our future endeavours in sustainable real estate development.

## Scope & Boundary

The report encompasses the Company's operations and activities related to its residential and commercial real estate developments. The report covers all activities undertaken from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, providing insights into the company's ESG initiatives, performance, and strategic goals. The scope of this report includes Birla Estates' portfolio of residential and commercial projects. These projects represent a diverse range of developments across key markets where the Company operates.

## Communication

### Corporate Office

BIRLA AURORA, 8<sup>th</sup> floor, Dr Annie Besant Rd, Century Bazaar, Worli, Mumbai, Maharashtra 400030

### Telephone

022-62874100

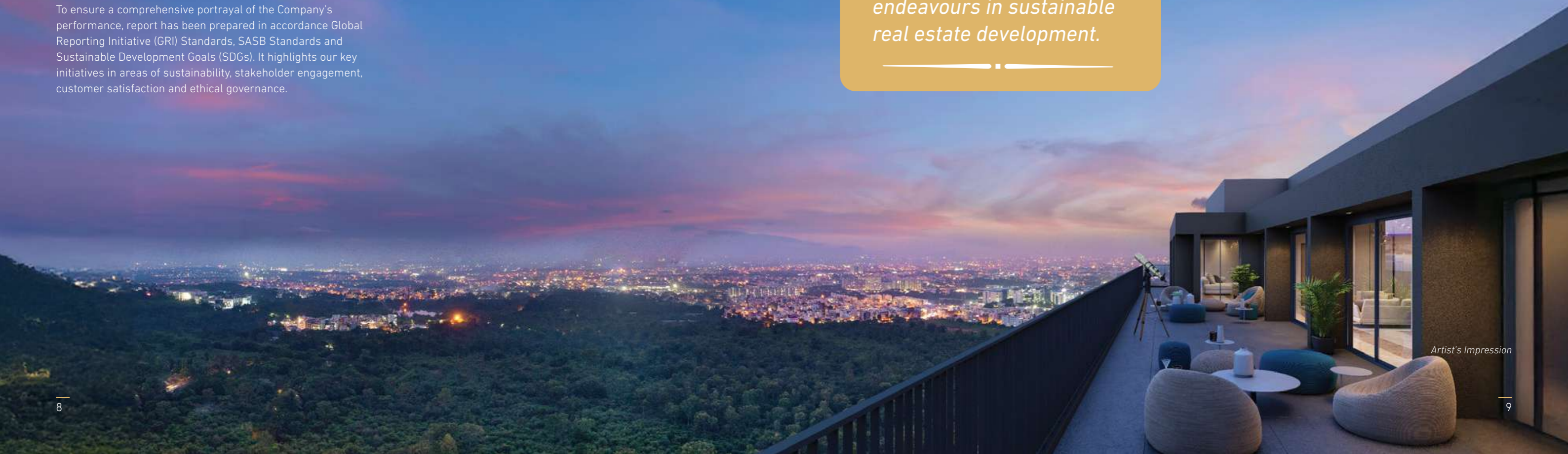
### Website

<https://www.birlaestates.com/>

### ESG

<https://www.birlaestates.com/esg.aspx>

*This report is not just a reflection of our achievements but also a roadmap for our future endeavours in sustainable real estate development.*



Artist's Impression

# ESG Highlights



**46%**  
reduction in GHG emissions intensity in FY 24.



Avoided **2,440 MT** of CO<sub>2</sub> in FY 24.



**100%** of projects assessed for climate risks.



**Biodiversity assessments** conducted for all projects.



**EV charging installations** across projects.



**33%** female representation in the Board of Directors.



**17%** of total energy from renewable sources in FY24.



**4.3 million litres** of recycled sewage used.



Birla Centurion is a **zero-liquid-discharge facility.**



Assessment of **Embodied carbon** conducted.



**30.5 million** safe man-hours achieved as of March 24.



**22%** of female representation as on FY 24.



**240 MT** of waste reused in FY24.



**83 MT** of organic waste treated on commercial sites.



**Approx. 4.8 lakh sq.ft.** of green spaces developed.



**100%** renewable energy sourced for Birla Aurora.



**13.3 million** training hours on safety and skill development.



**30 million liters** total rain water harvesting potential.



# About Us

This chapter provides a comprehensive introduction to Birla Estates, outlining our journey as part of the Aditya Birla Group and our commitment to redefining Indian real estate with a focus on sustainability, innovation, and customer-centricity. It underscores our focus on quality and responsible development, embodying our mission to deliver iconic brand experience by creating thoughtfully designed, environment-friendly spaces that cater to the dynamic needs of modern communities.

Artist's Impression



## Legacy of ABG and ABREL

The Aditya Birla Group, one of India's largest conglomerates, stands as a global powerhouse with operations spanning over 36 countries. Guided by its purpose "To enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust", ABG is committed to creating value for its customers, employees, and society while embedding sustainability into its core strategy. ABG's diverse portfolio covers sectors such as mining, cement, metals, carbon black, fashion and retail, chemicals, textiles, telecommunications, entertainment, financial services, pulp & paper, paints, and real estate.



Artist's Impression

Aditya Birla Real Estate Ltd. (Formerly known as Century Textiles and Industries Limited), a prominent company of the Aditya Birla Group, boasts a rich history of over 125 years. Founded in 1897, ABREL (CTIL) initially operated as a textile manufacturing unit expanding into a multifaceted enterprise with Textiles (presently discontinued), Pulp & Paper, and Real Estate divisions. Headquartered in Mumbai, ABREL is publicly listed and known for its commitment to sustainability, innovation, and ethical governance.

ABREL's foray into real estate began in 2016 with the launch of Birla Estates, the company's real estate arm. Since then, it has rapidly established itself as a key player in India's premium residential and commercial property markets.



## Our Portfolio

Birla Estates Private Limited ('Birla Estates' or the 'Company'), a 100% wholly owned subsidiary of Aditya Birla Real Estate Limited (Formerly known as Century Textiles and Industries Limited) is the real estate venture of the Aditya Birla Group. In a short span of time, Birla Estates has established itself as a brand of choice in the real estate industry. Birla Estates develops premium residential housing in key urban centres like MMR, Bengaluru, NCR, and Pune. Birla Estates is driven by a commitment to delivering exceptional quality and customer-centric solutions.

The Company is developing land parcels both through outright purchases as well as asset-light joint ventures apart from developing its own land parcels.

In the long term, the Company plans to focus on developing world-class residential, commercial and mixed-use properties and aims to be amongst the top real estate companies in India. The Company's focus is on differentiating through sustainability, execution excellence, customer centricity, and thoughtful design.



The Company is headquartered at Mumbai and currently has regional offices in Delhi NCR, Bengaluru, Mumbai, and Pune and also has a well-established commercial portfolio with two commercial buildings (Grade A) located in Worli, Mumbai with ~ 6.1 lakh square feet of leasable area.

Operating in key metropolitan areas, Birla Estates has quickly established itself as a trusted name in the Indian real estate market. The Company focuses on delivering projects that offer luxury, innovation, and sustainable living, catering to a discerning clientele. Our project, Birla Niyaara in Mumbai, is a shining example of the company's commitment to premium quality and modern design.

The company's residential projects are thoughtfully planned to enhance community living, incorporating green spaces, wellness facilities, and lifestyle amenities. On the commercial

front, Birla Estates' developments are designed to create functional and modern workspaces, keeping in mind both employee well-being and business efficiency. Birla Estates is actively expanding its footprint, with ongoing developments that aim to capture both residential and commercial markets in major urban centres. The company's growth strategy includes not only building new projects but also forming strategic partnerships with other stakeholders in the real estate ecosystem to ensure timely delivery, quality construction, and market-leading innovation.

With its blend of sustainable practices, innovative design, and a customer-first approach, Birla Estates is well-positioned to lead the next phase of growth in the Indian real estate market. As part of the Aditya Birla Group, Birla Estates continues to build on its legacy of excellence, shaping urban spaces that reflect modern values and sustainable living for future generations.

## Our Vision, Mission, and Values

### Purpose statement

To Enrich lives by building happy communities that are rooted in trust.

### Vision

We will transform the perception of the Indian real estate sector by delivering exceptional experiences and creating value at every level for all stakeholders.

### Mission

We will provide an iconic brand experience aligned to our legacy by never compromising on transparency, commitment, quality and superior design.

### Core Values

- **Integrity**  
Fair, honest actions, high professionalism, and recognition.
- **Agility**  
Constantly evolving to embrace and pioneer advances.
- **Empathy**  
Emotional engagement drives, responsive endeavors, fulfilling stakeholder needs.
- **Commitment**  
Value-centric actions and decisions, prioritizing all stakeholders.
- **Seamlessness**  
Collaborative synergy fosters unity & diversity benefits.
- **Speed**  
Efficiently optimizing through customer responsiveness.



# LIFE DESIGNED®

## The Philosophy of Purposeful Living

The LIFEDESIGNED® philosophy by Birla Estates focuses on creating homes that embody thoughtful design and enrich modern lifestyles. Rooted in the vision of holistic living, LIFEDESIGNED® goes beyond construction, prioritising comfort, community, and sustainability.

At its core, LIFEDESIGNED® blends form and function to create spaces that are practical, aesthetic, and supportive of daily life. Purpose-driven layouts, materials, and fixtures enhance both convenience and style, seamlessly integrating with residents' lives. Sustainability is fundamental to this philosophy, with green solutions and energy-efficient practices incorporated

into each project. This model of green living prioritises environmental health alongside personal well-being, enabling residents to embrace a sustainable lifestyle effortlessly.

Community engagement is also key to this philosophy. Shared spaces like clubhouses, parks, and recreational areas foster a sense of belonging and encourage collaboration, creating vibrant communities within every development. Birla Estates integrates smart home technologies for enhanced convenience and safety, with automated lighting, climate control, and security systems designed to streamline routines, offering residents greater control and peace of mind.



Artist's Impression

*At its core, LIFE DESIGNED® blends form and function to create spaces that are practical, aesthetic, and supportive of daily life.*

The philosophy balances wellness and aesthetics by incorporating elements that promote relaxation and mental well-being. From natural light optimization and green landscapes to thoughtfully designed interiors, every feature aims to cultivate a tranquil living environment.

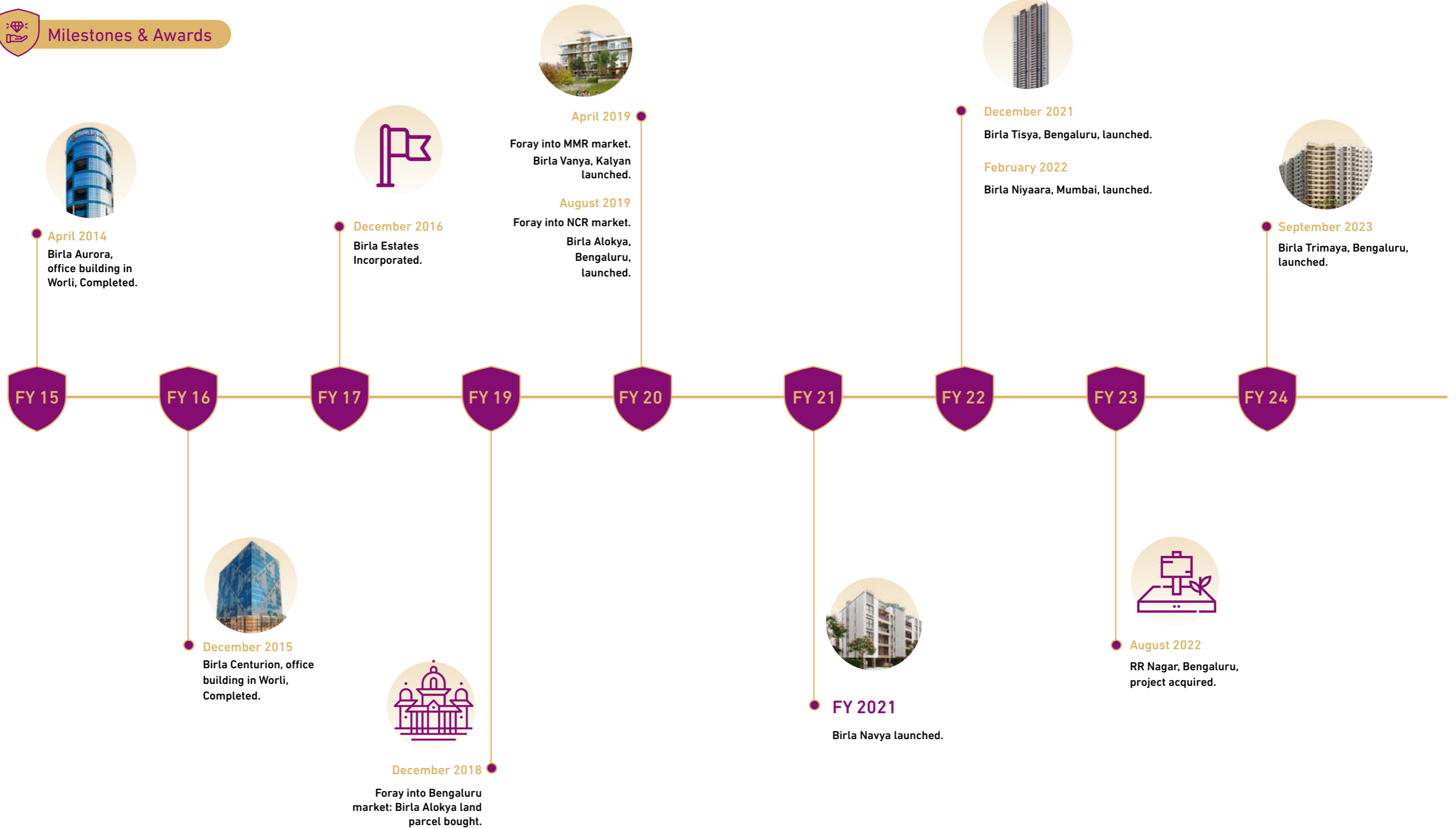
LIFEDESIGNED® is innovation and crafting with purpose, thorough, right from the nitty-gritties to the master plan. It doesn't stop at just building a space, it goes beyond. LIFEDESIGNED® is our guiding philosophy where we derive inspiration from the life around us and use that to influence the lives we touch. It's an ongoing journey to perfect every detail, enriching life at every step. From the moment you walk in to every moment thereafter, LIFEDESIGNED® resonates in every single facet of your journey.



Image for reference purpose only.



# Milestones & Awards





## National Awards

**March 2024**

### Five Golden Star Rating

Awarded by the National Safety Council for the Birla Tisya Safety Management System and culture.



**March 2024**

### Safety Shield by National Safety Council

Recognized for height safety in real estate, awarded to Birla Tisya.

**April 2024**

### CIDC Vishwakarma Award

Birla Niyaara project received the prestigious 15th CIDC Vishwakarma Safety Award.



**December 2023**

### National EHS Award

Presented at Global Safety Summit, recognizing Birla Navya for excellence in health, safety, and environment management.



**November 2023**

### First Place for Excellence in Safety Management

Awarded by the Karnataka State Safety Organization.

**October 2023**

### Apex India Quality Excellence Award

Birla Tisya Bengaluru was honored with the Platinum Award in the construction sector for 2023, for its excellence in developing and strengthening systems and processes that enhance performance and create long-term value for stakeholders.



**October 2023**

### Apex India Foundation Quality & Business Excellence Award

Birla Navya Gurugram received the Platinum Award at the 8th Apex India Foundation Expo 2023 for achieving excellence in construction quality and QMS.

**September 2023**

### ESG Best Practices Award

Received by Birla Tisya for environmental, social, and governance practices from UBS Forum.

**April 2023**

### 14th CIDC Vishwakarma Medal & Certificate Safety Award

Recognized for maintaining top-tier health, safety, and environment (HSE) management systems at Birla Navya.



**August 2022**

### Apex India Occupational Health & Safety Award

Birla Navya Gurugram was honored with the Gold Award in the construction sector for 2022, presented by the Health Minister of Punjab.



**May 2022**

### National Safety Council (NSCI) Certificate of Appreciation

Awarded to Birla Navya for exemplary construction safety practices.

## International Awards



**March 2024**

### RoSPA Silver Award

This award was given by the Royal Society for the Prevention of Accidents (RoSPA) for Birla Navya's commitment to health and safety.



**May 2023**

### British Safety Council – Merit Winner

Awarded to Birla Navya with a score of 44/56 after an extensive evaluation.





# Leadership & Governance

This chapter explores the structures and principles that define Birla Estates' commitment to ethical business practices, accountability, and regulatory compliance. It highlights the role of our leadership in establishing robust governance frameworks throughout our operations. Our governance practices are shown to align with global standards, promoting a culture of transparency, integrity, and sustainability within the organisation.

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## Board of Directors



**Rajendra Kumar Dalmia**  
Chairman



**Preeti Vyas**  
Non-Executive director

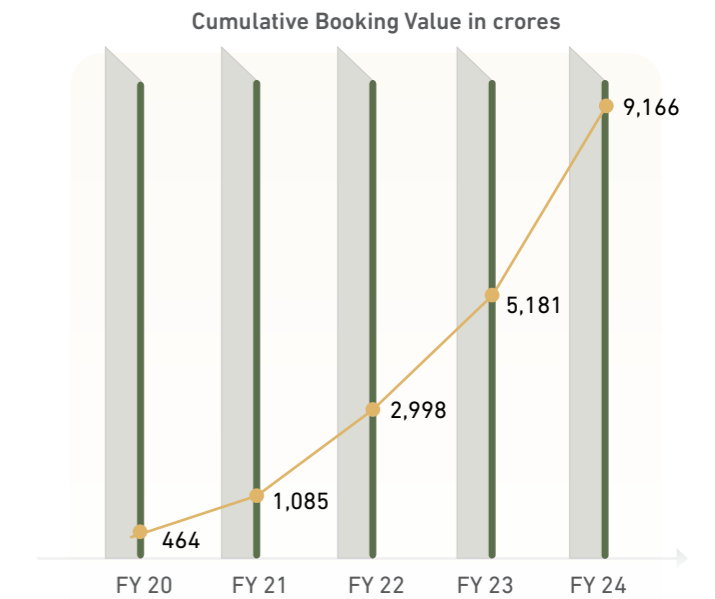


**KT Jithendran**  
MD & CEO

## Our Financials

Birla Estates has delivered a strong financial performance in FY 24, reflecting its solid execution and strategic focus on premium real estate development. Key financial highlights for the Company include growth in revenue, profitability, and robust cash flow management.

Cumulative booking value achieved by March 2024:  
**INR 9,166 crores.**





## Commitment to Sustainability and Innovation

Sustainability is considered an integral aspect of Birla Estates' business strategy. The Company integrates sustainable practices into its developments, ensuring that all new projects adhere to green building standards.

Innovation also plays a significant role in the Company's strategy. Birla Estates continuously leverages cutting-edge technologies and design philosophies to create smarter, more efficient spaces. This focus on innovation helps differentiate the Company in a competitive market, providing modern, future-ready solutions for homebuyers and businesses alike.



## Operational Excellence and Customer Centricity

The Company emphasizes efficient project execution, timely delivery, and superior construction quality, ensuring that customer expectations are met at every stage of the property lifecycle. This approach helps maintain a strong reputation and fosters trust among buyers and investors.

The Company's customer-centric focus is evident in its approach to project design, where customer preferences and lifestyle needs are prioritized. By offering well-planned, premium living spaces and innovative amenities, Birla Estates enhances the overall customer experience, creating long-term value and brand loyalty.

## Growth Through Strategic Associations

Birla Estates focuses on fostering strategic associations to accelerate its growth. The Company works closely with organisations such as NSC (National Safety Council), NAREDCO, CREDAI, CII, and CIDC to enhance overall process and operations. Collaborations with such leaders in construction, design, welfare and sustainability help the Company to deliver world-class developments while optimizing costs and timelines. This further strengthens Birla Estates' ability to scale its operations and expand into new markets efficiently.

## Focus on Luxury and Premium Housing

Birla Estates has positioned itself as one of the leading companies in the luxury and premium housing segments. The Company's flagship project, Birla Niyaara in Mumbai, has set a benchmark in design, and sales performance. The Company is strategically capitalizing on the growing demand for luxury housing, driven by factors like urbanization, rising disposable incomes, and a shift toward branded residences.



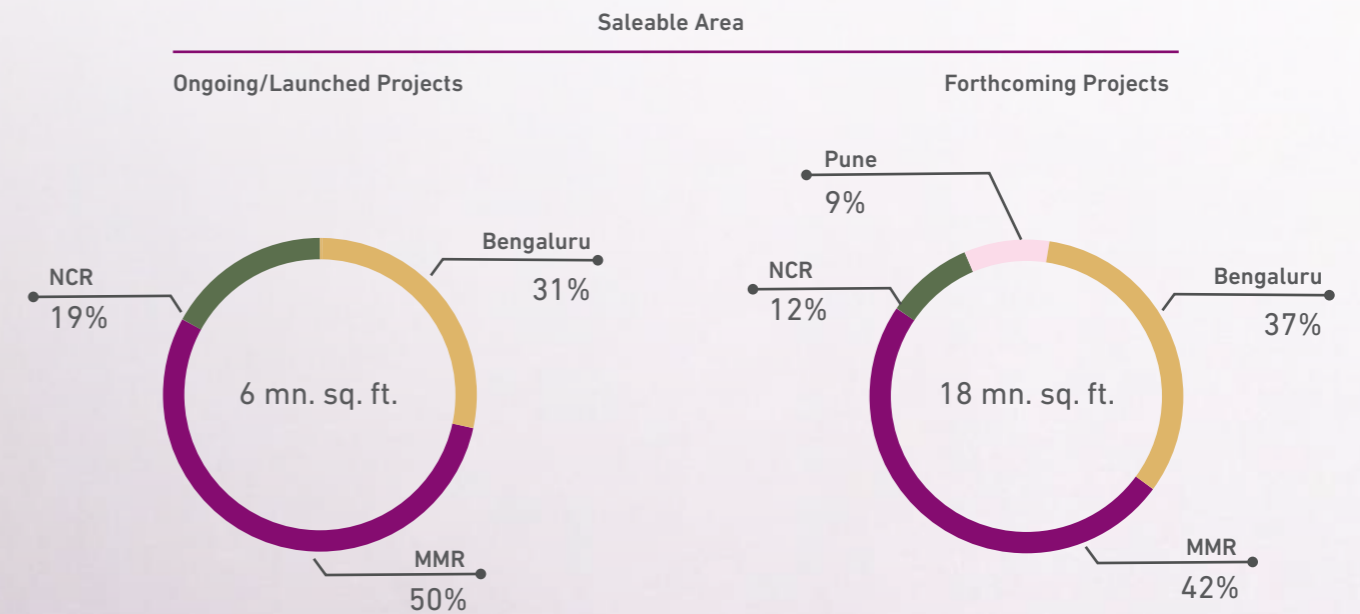
## Business Strategy

Birla Estates' strategy focuses on delivering high-quality, customer-centric projects and sustainable practices, building on the trust associated with the brand. Birla Estates is present in top cities and is focused on deepening its presence in these key cities to mitigate regional market risks. Following an asset-light model, Birla Estates maintains a balanced portfolio through a judicious mix of outright purchases and strategic joint ventures or joint developments.

This approach, along with a commitment to intuitive design, advanced technology and best practices in all facets of our business, drives growth aligned with urbanization trends and growing demand for premium real estate. The Company's strategy is built around the pillars of **geographical diversification, sustainability and innovation, customer centricity, strategic associations,** and a **focus on luxury and premium housing.** An overarching element of the strategy is the Company's commitment to sustainability.

## Geographical Diversification and Portfolio Expansion

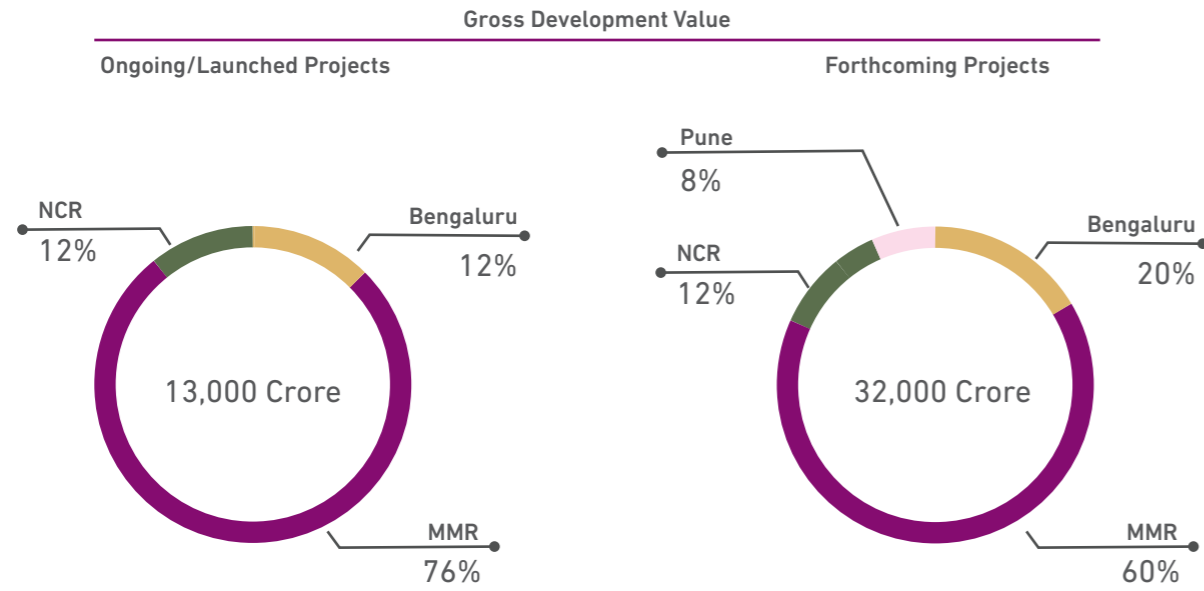
The Company is focused on deepening its presence in Mumbai MMR, Bengaluru, Delhi NCR, and Pune.



Birla Estates has a portfolio of 24 million sq.ft. of saleable area across ongoing and upcoming residential developments. Our portfolio enables catering to a focused market segment, meeting the rising demand for luxury housing while also addressing the growing need for sustainable commercial spaces.







In the residential segment, Birla Estates has achieved significant pre-sales revenue, driven by luxury housing projects like Birla Niyaara and Birla Trimaya. The commercial segment has also shown strong growth, especially with landmark projects like Birla Centurion and Birla Aurora.



### Our Governance Policies

#### Whistle-Blower Policy

Offers a secure, confidential way for employees, directors, and third parties to report unethical behaviour or legal violations. It protects whistle-blowers from retaliation, allows anonymous reporting, and covers issues like fraud, harassment, and safety violations.

#### Quality Policy

Emphasizes the Company's commitment to delivering high-quality products that meet customer requirements and applicable regulatory standards. The policy focuses on continuous improvement, ensuring customer satisfaction, and enhancing the effectiveness of the quality management system.

#### Employee Code of Conduct

Focuses on ensuring the ethical, professional, and lawful use of the company's information systems and assets. It includes policies on acceptable use, data classification, password management, software usage, physical access, and email and internet security. The document outlines responsibilities related to personal data protection and remote work security, emphasizing the importance of safeguarding sensitive information.

#### POSH Policy

Ensures a safe, respectful workplace by preventing and addressing sexual harassment. It defines harassment, outlines reporting procedures, and ensures complaints are handled by the Internal Complaints Committee (ICC). Disciplinary actions for violators may range from warnings to termination, depending on the severity of the offense.



Artist's Impression



# ESG at Birla Estates

This chapter provides an overview of our Environmental, Social, and Governance (ESG) strategy, detailing how these principles are deeply embedded in our business model. It highlights our strategic ESG priorities, such as reducing environmental impact, enhancing social value, and promoting ethical governance. By adopting global best practices and aligning with sustainable development goals, Birla Estates ensures that ESG principles guide our operations and contribute to positive societal impact.

Artist's Impression



## Our Strategy for Value Creation

Birla Estates has developed a strategic ESG framework aimed at creating long-term value for its stakeholders, deeply rooted in the Aditya Birla Group's (ABG) philosophy of delivering excellence. Central to this framework is a strong commitment to ethical governance, which serves as the foundation for all operations. This ensures that the highest standards of transparency, accountability, and integrity are upheld at every stage, building long-term trust with investors, customers, and stakeholders alike. At the same time, we equally prioritize customer satisfaction by delivering innovative, sustainable, and luxurious living spaces that meet the evolving needs of modern homeowners.

Aditya Birla Real Estate Limited (ABREL) adheres to the Integrated Reporting (IR) and Business Responsibility and Sustainability Reporting (BRSR) frameworks, ensuring comprehensive ESG disclosures. These reports showcase the group's commitment to corporate responsibility and sustainability across its businesses. This ensures alignment with internationally recognised guidelines and enhances the organisation's accountability in its ESG practices.

At its core is the LIFEDESIGNED® philosophy, which harmonises sustainability, innovation, green spaces, and lifestyle elevation. Birla Estates has codified these principles across its ESG policies, systems, processes, and practices to ensure that the spaces we develop embody these principles and provide the living experience that we have envisioned.

The Executive Committee at Birla Estates oversees all ESG-related decisions. By ensuring that ESG factors are integrated into project planning and business strategies, the committee drives long-term environmental and social value. Through transparent ESG reporting and regular stakeholder engagement, Birla Estates fosters trust, which attracts socially conscious investors and clients. By promoting a culture of sustainability across the Company and implementing initiatives in the areas of renewable energy, waste reduction & water conservation, the committee boosts employee engagement and reputation, ultimately contributing to both financial performance and responsible growth.



Artist's Impression



This report not only illustrates the policies and practices but also demonstrates our progress on ESG through the right metrics and KPIs.

### Thoughtful Design as the Core of Innovation

The LIFEDESIGNED® philosophy places thoughtful design at the centre of every project, crafting spaces that enhance life. This strategy drives value by purposefully designing every detail—from layouts to master plans—to improve residents' quality of life. Birla Estates integrates low-emission materials, energy-efficient technologies, and smart home features, using innovation to elevate the living experience. Birla Estates has mandated that all its projects achieve a minimum gold certification from IGBC or LEED, aligning itself with global best practices in green building and environmental responsibility.

### Landscaped Green Spaces: A Commitment to Environmental Stewardship

Sustainability at Birla Estates goes beyond reducing impact—it is about a deep respect for the environment. Birla Estates believes that sustainability is not just about minimising impact; it's about creating environments that allow life to flourish. The strategic integration of landscaped green spaces into every project reflects this belief. Our properties feature expansive green spaces that enrich biodiversity, improve air quality, and create a tranquil environment. These thoughtfully designed green spaces enhance resident well-being and promote environmental sustainability. With a total area of 4.8 Lakh Sq. ft., these spaces offer a serene and eco-friendly living experience.

### Lifestyle Amenities: Building with purpose

Our strategy focuses on creating environment that empower residents to lead fulfilling lifestyles. At Birla Estates, we integrate world-class amenities into our projects, including wellness centres, recreational spaces, and community hubs. These features are essential to the holistic lifestyle experience we provide and reflect our customer-centric philosophy.

### Environmentally Conscious: Protecting and Preserving the Planet

Birla Estates is committed to environmental stewardship, ensuring its developments protect natural resources. All projects are mandated for green building certification through the thoughtful integration of water conservation, rainwater harvesting, renewable energy, and energy efficiency solutions. Initiatives like sewage treatment plants and solar energy usage across many of our projects contribute to minimising environmental impact, aligning with the Company's broader sustainability goals.

## ESG Governance

Birla Estates is deeply committed to integrating sustainability into its business operations, and this is driven by its structured ESG governance framework. The Company's Executive Committee. It ensures Birla Estates upholds the highest standards of sustainable development, ethical governance, and social responsibility.

The Executive Committee also guides on strategies related to environmental impact, social responsibility, and corporate governance. Its oversight ensures that Birla Estates' business decisions are made with sustainability at their core. This includes:



### Integrating ESG into Business Strategy

The Executive Committee ensures that ESG factors are embedded in the overall business strategy of Birla Estates. This involves making sustainability a core part of project planning, development, and execution, ensuring that all projects align with global standards in green building and environmental sustainability.



### Ensuring Responsible Operations

Beyond strategic integration, the Executive Committee also ensures that day-to-day operations reflect the company's commitment to ESG principles.

The Executive Committee is chaired by the MD & CEO, and has representations from all functions. The Head of ESG is a member of the Executive Committee, with a responsibility to keep the committee members apprised of ESG strategy and key developments. Other senior leaders, representing key functional areas such as operations, HR, design, finance, sales, BD, liason, CRM, legal, strategy, and marketing are also members of the Executive Committee.

Key ESG related aspects that are overseen by the Executive Committee include:

01

#### Strategic Oversight

Integration of ESG factors into the Company's broader business strategy, ensuring that the Company's long-term goals are aligned with environmental, social, and governance benchmarks.

02

#### Risk Management

Assessment and mitigation of potential ESG risks, such as climate change impacts on real estate projects, labour issues stakeholder management and community relations.

03

#### Stakeholder Engagement

Periodic engagement with customers, investors, employees, and local communities, government to understand their concerns and ensure these are addressed in the Company's decision-making processes.

04

#### Policy Development and Performance Monitoring

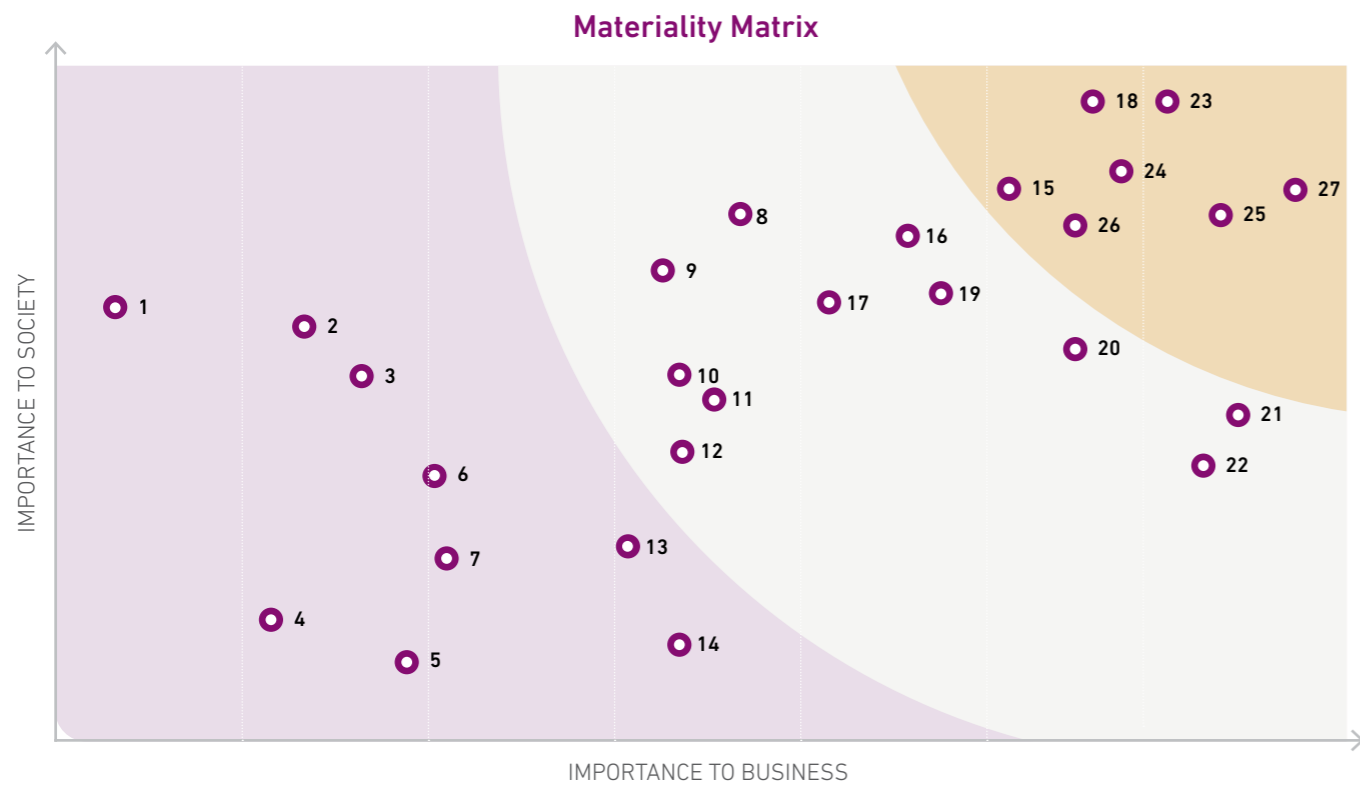
Guidance to departments to develop policies, such as those on human resource, safety, energy management, waste reduction, water conservation, and social equity; and monitoring of the same is done on a periodic basis.



## Materiality Assessment

Materiality assessment is an essential tool for real estate companies, enabling them to concentrate on the most significant ESG issues.

Birla Estates conducted its first materiality assessment in 2022 to identify material ESG topics to lay the foundation for its ESG strategy. In March 2024, the Company undertook another comprehensive materiality assessment to reprioritise critical ESG issues. The issues have been finalised after discussion with all stakeholders of the organisation. This assessment revealed several key ESG topics that are pivotal to the Company's strategic objectives and stakeholder expectations. The findings underscored the primary areas where Birla Estates can significantly advance sustainability initiatives while also addressing pressing societal challenges.



- |  |   |   |
|--|---|---|
| 1. Research and Development                                      | 10. Climate Change adaptatipn & Mitigation        | 20. Water & Waste Management                |
| 2. Grievance Redressal   | 11. Sustainable Products & Brands                 | 21. Energy & Emission Management            |
| 3. DEI   | 12. Human Rights                                  | 22. ESG Incident & Risk Management          |
| 4. CSR   | 13. Product Carbon Footprint                      | <b>23. Regulatory compliance</b>            |
| 5. Chemical Safety   | 14. On-Site Air Emissions                         | <b>24. Data Privacy &amp; cybersecurity</b> |
| 6. Responsible Sourcing Practices                                | <b>15. Brand Management</b>                       | <b>25. Business Ethics</b>                  |
| 7. Biodiversity  | 16. Employee Retention                            | <b>26. Corporate Governance</b>             |
| 8. Training & Capacity Building                                  | 17. Talent Management                             | <b>27. Occupational Health and Safety</b>   |
| 9. Technology Upgradation & Information Communication Technology | 18. <b>Customer experinece &amp; Satisfaction</b> |   |
|  | 19. Waste Management                              |   |

This materiality assessment has provided the Company with a clear understanding of where it can focus its efforts to drive both business success and positive societal outcomes. This materiality matrix serves as a foundation for shaping Birla Estates' sustainability roadmap. By addressing these prioritised topics, the Company ensures that its ESG efforts are aligned with both societal needs and its strategic objectives.

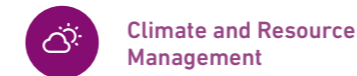
## Our ESG Goals

Birla Estates' growth plan is a strategic blueprint designed to embed sustainability, innovation, and operational excellence across all stages of development. Recognising the essential need to align with global environmental and social imperatives, the plan underscores long-term ESG commitments that reflect the Company's values and the wider sustainability goals of the Aditya Birla Group. This structured approach is crucial, positioning Birla Estates not only to meet evolving regulatory demands and stakeholder expectations, but also to lead the real estate sector in responsible and resilient development.

The growth plan for Birla Estates outlines a phased approach to achieving its Environmental, Social, and Governance (ESG) goals, with specific objectives set across three stages:

### PHASE 1

Near-Term Goals (Up to FY 25)



**Climate and Resource Management**

Conducting climate risk assessments and implementing resource optimisation initiatives to enhance environmental performance.



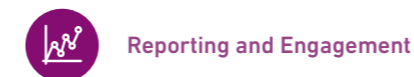
**GHG Emissions and Renewable Energy**

Accounting for Scope 1 and 2 GHG emissions and scaling renewable energy use across operations.



**Green Building and Safety Standards**

Securing green building certifications for new developments and establishing safety performance measures with a target of zero harm.



**Reporting and Engagement**

Advancing sustainability reporting and initiating tenant engagement on ESG practices.

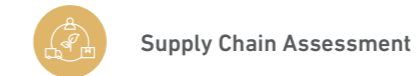
### PHASE 2

Mid-Term Goals (FY 26–FY 29)



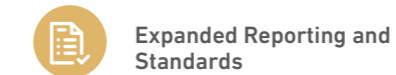
**Net Zero commitment and Decarbonisation.**

Net zero commitment to SBTi and develop a Decarbonisation plan aligned with Aditya Birla Group's 2050 target.



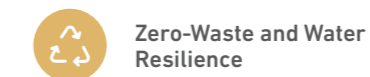
**Supply Chain Assessment**

Implement a green supply chain strategy with detailed assessments to ensure sustainable sourcing.



**Expanded Reporting and Standards**

Align with global standards such as the CDP and DJSI, reinforcing transparency in emissions and sustainability performance.

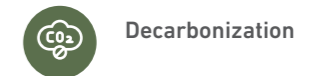


**Zero-Waste and Water Resilience**

Achieving zero waste to landfill and establishing water-neutrality strategies within the commercial portfolio.

### PHASE 3

Long-Term Goals (FY 30 onwards)



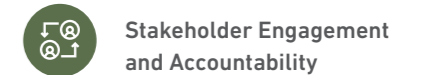
**Decarbonization**

Implement phase-wise Decarbonisation strategy across commercial and residential portfolio.



**Advanced Performance Tracking**

Leveraging IoT-based systems to track sustainability metrics and foster continuous improvement.



**Stakeholder Engagement and Accountability**

Engaging stakeholders in ESG initiatives and continuously monitoring and refining policies to maintain high standards and align with emerging regulations.





**SDG 5: Gender Equality**

Through the BE Astra Women’s Network, Birla Estates actively supports the empowerment and advancement of women within the organisation. With a gender diversity ratio of 22%, the company offers programs such as maternity leave policies, complemented by the Mother Care programme, to support new mothers, and flexible working hours to enhance work-life balance for all employees. In the current reporting year, 24% of new hires were women, reflecting Birla Estates’ commitment to fostering an inclusive workplace.



**SDG 8: Decent Work and Economic Growth**

Birla Estates is committed to ethical labour practices, prohibiting child and forced labour across all sites, with mandatory training in human rights and anti-corruption for every employee. The Company has maintained an impressive employee retention ratio of 88% in FY 24, underpinned by a positive workplace culture. Regular safety training, hazard identification, and emergency response planning have helped the Company achieve 30.5 million safe man-hours over the past six years.



**SDG 9: Industry, Innovation, and Infrastructure**

All Birla Estates projects are certified under green building certification program. Sustainable materials such as Ground Granulated Blast Furnace Slag (GGBS) and fly ash bricks are used to lower carbon emissions, with a reduction of 2,440 metric tonnes of CO<sub>2</sub> in FY 24 alone. The Company sources 17% of its energy from renewable sources, with flagship properties Birla Aurora and Centurion which are fully powered by green energy, contributing to a 46% reduction in GHG emissions.



**SDG 11: Sustainable Cities and Communities**

In alignment with sustainable urban development, Birla Estates uses low-carbon materials and pursues IGBC or LEED green building certifications across all projects. Waste management is addressed through initiatives such as Organic Waste Converters, which process approximately 83 metric tonnes of organic waste annually. Construction and demolition waste are carefully managed through recycling and reuse, promoting sustainability and minimising environmental impact.



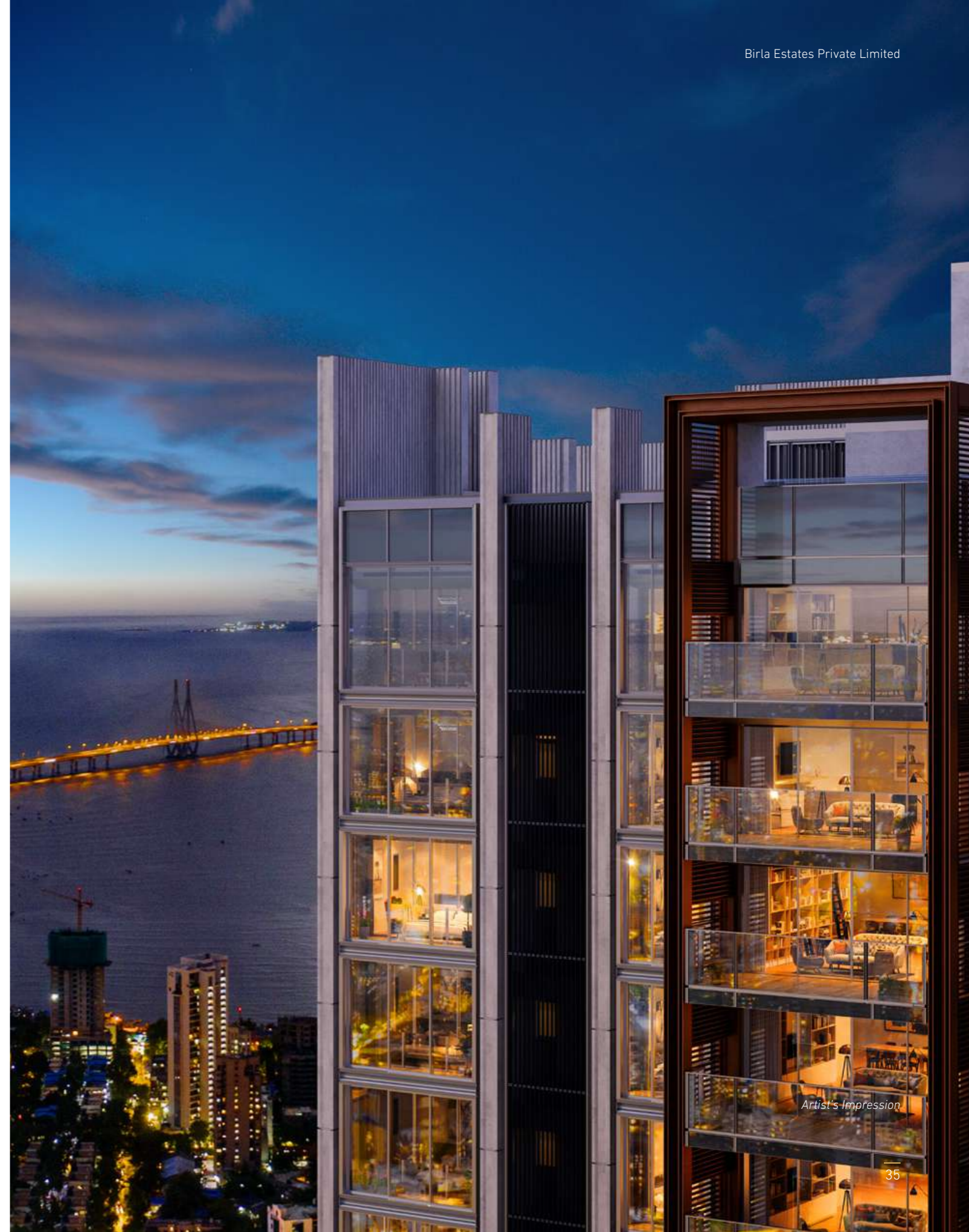
**SDG 13: Climate Action**

Aligned with the Aditya Birla Group’s goal of achieving Net Zero by 2050, Birla Estates has taken initiatives in the areas of decarbonisation. Through renewable energy, energy efficiency, and embodied carbon reduction efforts, the Company aims for 50% renewable energy utilisation by 2030. Real-time air quality monitoring and advanced emissions control technologies, climate risk assessments of all portfolio further demonstrate Birla Estates’ commitment to addressing climate risks.



**SDG 15: Life on Land**

Birla Estates’ Biodiversity Policy prioritises the use of native plant species, ensuring that over 80% of all landscaping is composed of indigenous species. Biodiversity assessments are conducted prior to each project, enabling the Company to safeguard the local ecosystems. At Birla Estates we give strong emphasis on development of more green spaces so as to improve micro-climate at projects.



Artist's Impression



# Natural Capital

Environmental sustainability is not just a commitment; it is a core principle that guides every aspect of our operations. Through innovative practices, continuous improvement, and adherence to global sustainability standards, we strive to create value for our stakeholders while preserving the environment for future generations. Our efforts aim to set a benchmark in the real estate industry, demonstrating that sustainable development is both achievable and essential for long-term success.

Artist's Impression

As a subsidiary of Aditya Birla Real Estate Limited (formerly known as Century Textiles and Industries Limited), we are committed to advancing environmental sustainability through comprehensive strategies that address key areas such as greenhouse gas (GHG) emissions, built environment, air quality, water management, energy efficiency, waste management, innovation in design & construction, and biodiversity conservation. These efforts are aligned with Aditya Birla Group's overarching goals and are integrated into every stage of our projects, from planning and design to construction, handover, and operations.

At Birla Estates, our vision for creating spaces not only caters to modern living and working needs but also nurtures the environment. We aim to transform the Indian real estate sector by driving innovation aligned with our legacy and integrating responsible resource management at every stage of our projects. We have introduced an array of initiatives spanning across the built environment, avoided emissions, energy management, water conservation, waste reduction, biodiversity enhancement, renewable energy, and the use of eco-friendly products. Our holistic approach seeks to embed sustainability in every operational aspect, thereby supporting the global push towards combating the challenge of climate change.

Birla Estates is committed to integrating sound practices into its operations to reduce its environmental footprint. To address this, we have developed policies and processes to adhere to relevant regulations, prioritising the company's actions to preserve the environment and natural habitats. This also encourages sustainable practices throughout its supply chain, from construction to waste management, and promotes biodiversity and indoor air quality improvement.

*Significant increase in GRESB rating score to 96 (from 91) and 90 (from 80) in Residential and Commercial portfolio respectively.*



Image for reference purpose only.



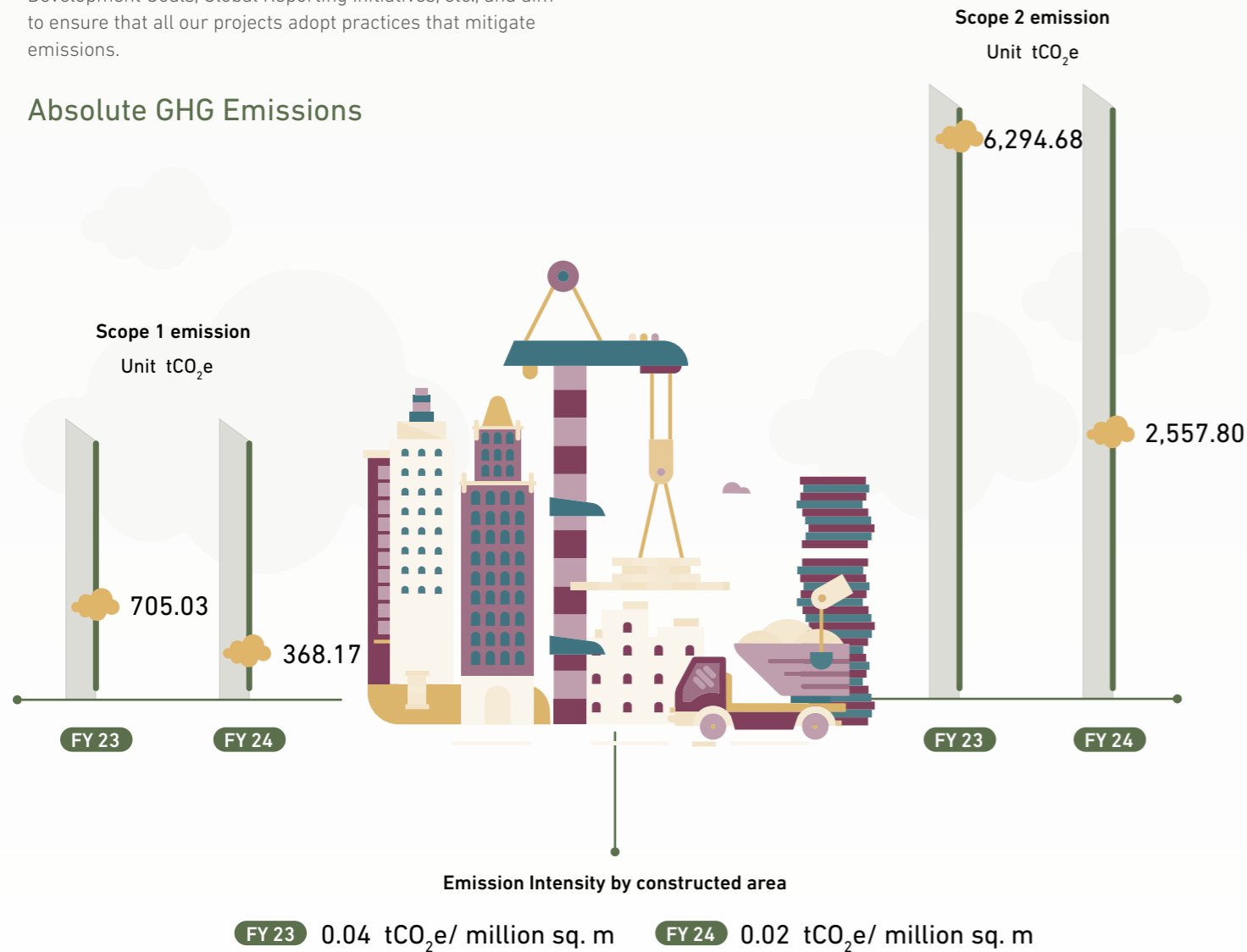
## Climate Action

Climate change presents a profound challenge with the potential to reshape our world, impacting every facet of life. The real estate sector, responsible for nearly 40% of global greenhouse gas emissions, has a critical role to play in addressing this issue. At the Company, we are deeply committed to leading this effort by adopting proactive measures to address the challenge of climate change.

Birla Estates is actively advancing climate change mitigation through rigorous efforts to reduce greenhouse gas (GHG) emissions. We align our strategies with international frameworks, such as the GHG Protocol, Sustainable Development Goals, Global Reporting Initiatives, etc., and aim to ensure that all our projects adopt practices that mitigate emissions.

At Birla Estates, we emphasise the importance of energy-efficient building designs as a means of reducing our overall environmental footprint. Our sustainable practices not only contribute to a healthier community but also resonate with environmentally conscious buyers and tenants. We recognise the profound impact of air quality on the health of the stakeholders. Therefore, the Company has implemented several advanced technologies and practices to minimise particulate emissions and improve microclimate as well as air quality in our construction projects.

### Absolute GHG Emissions



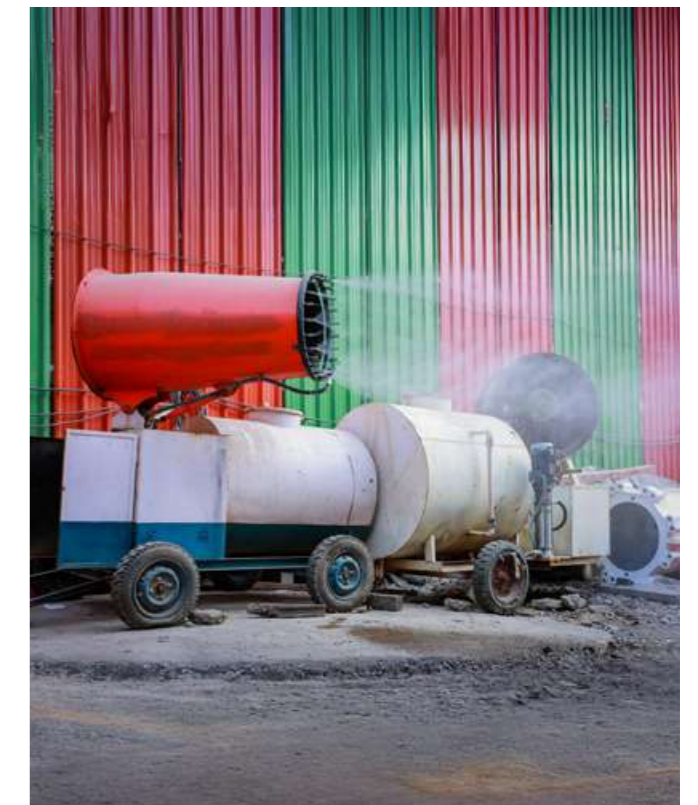
Birla Estates is aligning its decarbonisation initiatives with the net zero goal of ABG by 2050 by actively implementing a wide range of initiatives to reduce greenhouse gas (GHG) emissions across its operations. One of the key strategic levers for our decarbonisation efforts is the adoption of renewable energy. Birla Aurora and Birla Centurion, two of the Company's commercial properties, are now powered entirely by renewable energy sources, significantly reducing GHG emissions.

Another impactful initiative is the use of green materials in our construction projects. By using Ground Granulated Blast Furnace Slag (GGBS - a by-product of the steel industry), in the concrete, the Company has managed to significantly avoid carbon emissions associated with the construction. In FY 24, the use of GGBS avoided 2,440 metric tons of CO<sub>2</sub> emissions across projects in Mumbai and Bengaluru. In addition, the Company has adopted the use of fly ash bricks, made from the ash of coal-based thermal power plants. These bricks contribute to solid waste reduction while also offering a lower carbon footprint compared to traditional clay bricks, making it one of the important initiative to lower the overall embodied carbon in our buildings.

It is estimated that 11% of global GHG emissions are from embodied carbon. As part of its commitment to reducing emissions in the upstream supply chain, Birla Estates is conducting an Embodied Carbon Assessment for Birla Niyaara in Worli. This exercise involves emission assessment of raw material extraction for major materials, production of finished building materials, transportation to site, and the construction process. A tool is also being developed to calculate the embodied carbon and will be implemented at all existing and upcoming sites to explore the use of alternative or recycled raw materials, partnerships with suppliers for low-carbon options, and innovative sourcing techniques to reduce the carbon footprint throughout the supply chain.

The Company prioritises creating cleaner, healthier environment through various dust and pollution control measures. To minimise particulate matter (PM) emissions from our construction sites, we employ an array of dust suppression techniques, including regular water sprinkling, the installation of dust screens, and the deployment of anti-smog guns. In addition, we strategically place green curtains and physical barricades around areas prone to high dust levels, effectively curbing the release of pollutants into the surrounding environment. We have also utilised soil binders and non-toxic dust suppressants to stabilise exposed soil and construction zones, ensuring a more controlled and eco-friendly approach. Our commitment to reducing air pollution extends to the

*2,440 metric tons of CO<sub>2</sub> emissions were avoided in FY 24 through the use of green materials.*





advanced emission control technologies integrated into our construction equipment. By outfitting our machinery with catalytic converters and advanced emission control systems, we significantly lower the release of harmful nitrogen oxides (NOx) and particulate matter. To ensure the highest environmental standards, we conduct continuous air quality monitoring across all our sites. Any deviations from these standards are swiftly addressed with real-time corrective actions, underscoring our dedication to preserving air quality and protecting the environment.

### Climate Risk Assessment

Climate risk assessments are an essential part of Birla Estates' commitment to sustainability, providing a comprehensive understanding of how climate change may impact both the physical and financial health of its properties. As the world grapples with more frequent extreme weather events and a global shift towards decarbonisation, Birla Estates has undertaken detailed assessments across all assets, including Birla Aurora, Birla Centurion, Birla Navya, Birla Niyaara, Birla Tisya, and Birla Vanya. These assessments not only identify potential risks but also provide the roadmap for implementing

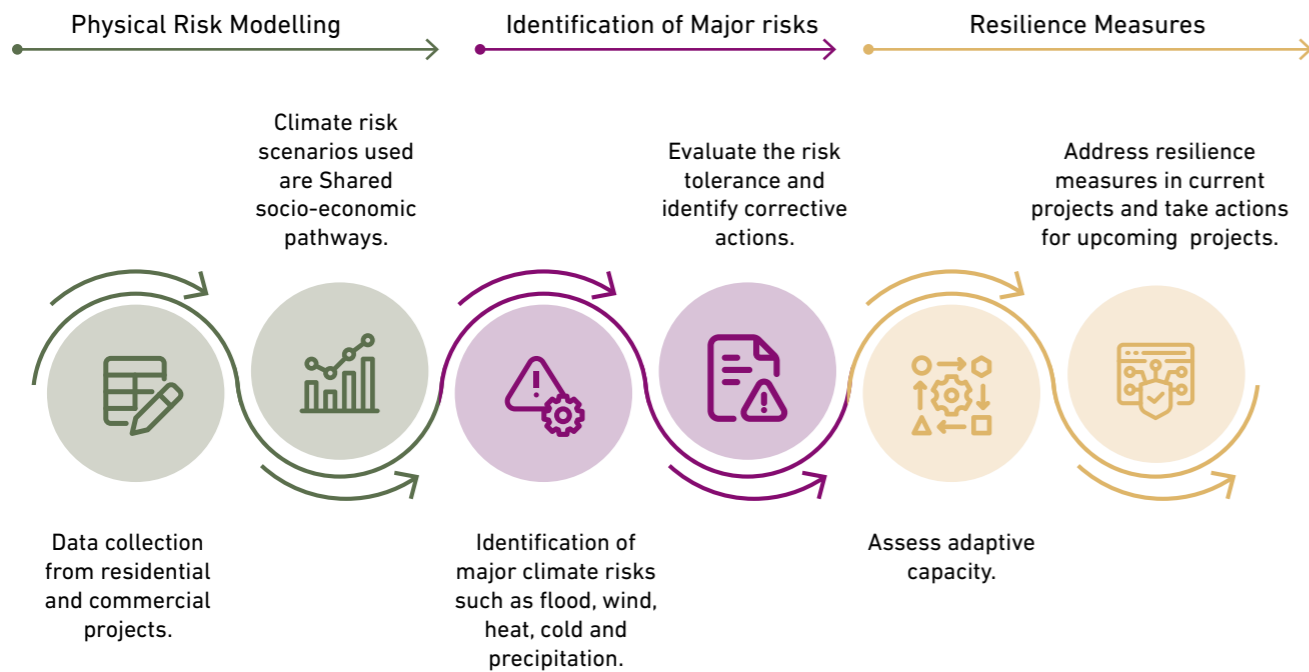
adaptive strategies that ensure the long-term resilience and sustainability of these properties. By focusing on both physical and transition risks, Birla Estates is proactively safeguarding its portfolio while aligning with global sustainability objectives. This ensures that our properties are safeguarded against immediate climate threats while being future-proofed for regulatory and market changes, creating sustainable value for stakeholders and contributing to a resilient, low-carbon future.

Both physical and transition risk assessments at Birla Estates are grounded in globally recognised frameworks and methodologies such as Shared Socioeconomic Pathways (SSPs) and Carbon Risk Real Estate Monitor (CRREM).

### Adaptation and Mitigation Strategies

The findings from these climate risk assessments directly inform Birla Estates' adaptation and mitigation strategies, ensuring that the Company can remain resilient in a changing climate. These strategies include the installation of backflow prevention systems in drainage networks to manage floods, the use of solar-reflective materials to mitigate heat risks, and the reinforcement of structures to withstand wind damage.

### Climate Risk Assessment at Birla Estates



### Energy Management

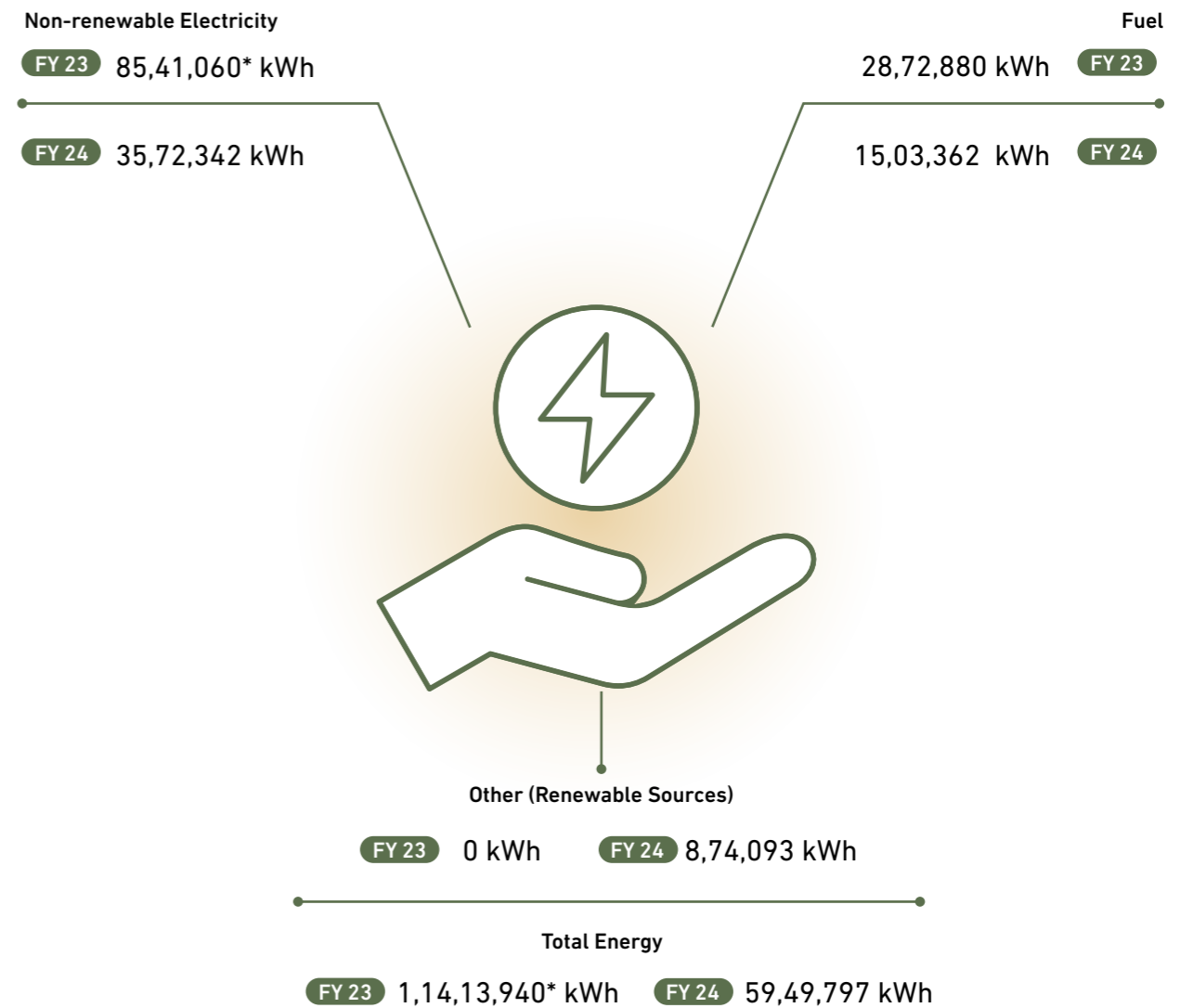
A cornerstone of our sustainability journey is our unwavering commitment to harnessing renewable energy.

In FY 24, Birla Estates achieved a significant milestone in decarbonisation journey by ensuring that 17% of the total energy consumption for its operational and construction activities came from renewable energy sources.

Our flagship commercial property, Birla Aurora, has been transitioned to run entirely on 100% renewable energy, helping the Company achieve a 46% reduction in overall GHG emissions in FY 24, compared to FY 23.

**Achieved 100% green energy utilisation at Birla Aurora.**

The renewable energy used in FY 24 totalled 875 MWh, and this figure is projected to increase to an impressive 2970 MWh by FY 25. We are undertaking more measures that help us to increase the share of renewable energy in our projects.



\*Tenant consumption in commercial properties considered in the FY 23 total energy calculation.



## Decarbonisation

Birla Estates is developing a decarbonisation plan with short-term and long-term strategies. These includes increasing energy efficiency, expanding the use of renewable energy, and exploring carbon offset mechanisms etc.

At Birla Estates, several site-level initiatives have been undertaken to enhance energy efficiency and reduce environmental impact. At our commercial properties, an Automatic Power Factor Correction (APFC) panel was upgraded by automating the system and replacing capacitors, resulting in improved power factor maintenance and increased energy efficiency. Additionally, six Variable Frequency Drives (VFDs) were installed for the cooling towers, which adjusted speed based on ambient temperature, leading to approximately 20% energy savings during cooler seasons.

Furthermore, at Birla Centurion a lighting upgrade was implemented in the building's basement, resulting in a 35% reduction in lighting power consumption.

At the Birla Tisya residential project, Birla Estates has installed solar-powered lights throughout the labour camp and construction site. The lights, provide efficient and sustainable lighting for pathways and common areas, thereby reducing the site's reliance on traditional power sources.

*Annually, we are harvesting more than 5.4 MWh of renewable energy at Birla Tisya labour camp.*

At one of our major developments, Birla Niyaara, we have taken another innovative step by setting up on-site concrete batching plant. The onsite plant has cut down on the need for long-distance transportation, thereby reducing fuel use and emissions. It has also improved the overall efficiency by allowing better control over project schedule, materials, and reducing emissions during construction.

These energy conservation initiatives are a testament to Birla Estates' forward-thinking approach to sustainability, reflecting our commitment to renewable energy, resource conservation, and operational efficiency across all our projects.

## Water Conservation

At Birla Estates, we are actively leading efforts to optimise water use beyond our core operations. Deterioration of fresh water quality, depletion of underground aquifers and increasing per capita consumption has put a severe strain on water resources, especially in urban India. Increasing urbanisation and rise in aspirations are likely to exacerbate water-related issues in the near future.

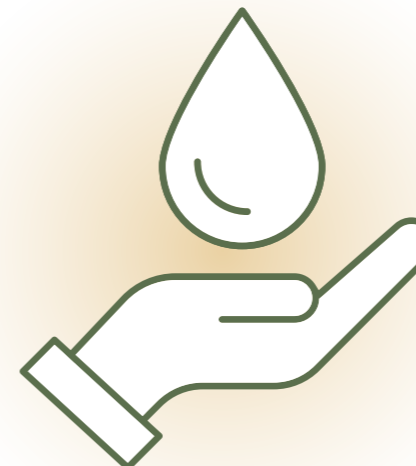
Efficient water management is central to the Company's ESG agenda. We understand the growing importance of water conservation, particularly in urban areas facing water scarcity. Our goal is to minimise freshwater consumption and maximise the reuse of treated water. By adopting industry-leading practices and embracing principles of water circularity, we will achieve reduction in water footprint.

Our comprehensive approach explores and applies the best strategies to maximise water efficiency, demonstrating our dedication to sustainable water management and conservation.



Water Intensity by constructed area

Unit: kL/sq.m



*4.3 million litres of recycled water used.*

Image for reference purpose only.





### Waste Water Recycling

Our commitment to efficient water use is exemplified through advanced Sewage Treatment Plants (STPs) implemented across all our commercial and residential developments. These advanced systems ensure that wastewater is not just treated for disposal but treated to a more stringent standard for reuse. The treated wastewater finds new life in lush landscapes, car washing, and other non-potable applications. At the Birla Tisya labour camp, the installation of an advanced sewage treatment system has enabled us to recycle of 4.3 million litres of treated sewage. At Birla Navya, we have made provisions to reuse Reverse Osmosis (RO) reject and air conditioning (AC) condensate water for car washing.



### Rainwater Harvesting

Every project we undertake proudly features a rainwater harvesting system, designed to sequester rainwater and reduce reliance on freshwater. The harvested rainwater is then stored and harnessed for irrigation, cooling systems, and other non-potable uses. By reducing our reliance on municipal water supplies and encouraging groundwater recharge, we are not just conserving water but also helping to replenish the very sources that sustain our communities. We also ensure that rainwater recharge pits are installed at every project to facilitate groundwater recharge.

Through these initiatives, we aim to set a benchmark for responsible water use, demonstrating that with innovation and dedication, we can build a future where water conservation is seamlessly integrated into every facet of our lives.

*Total rain water harvesting potential of ~30 million liters per year.*

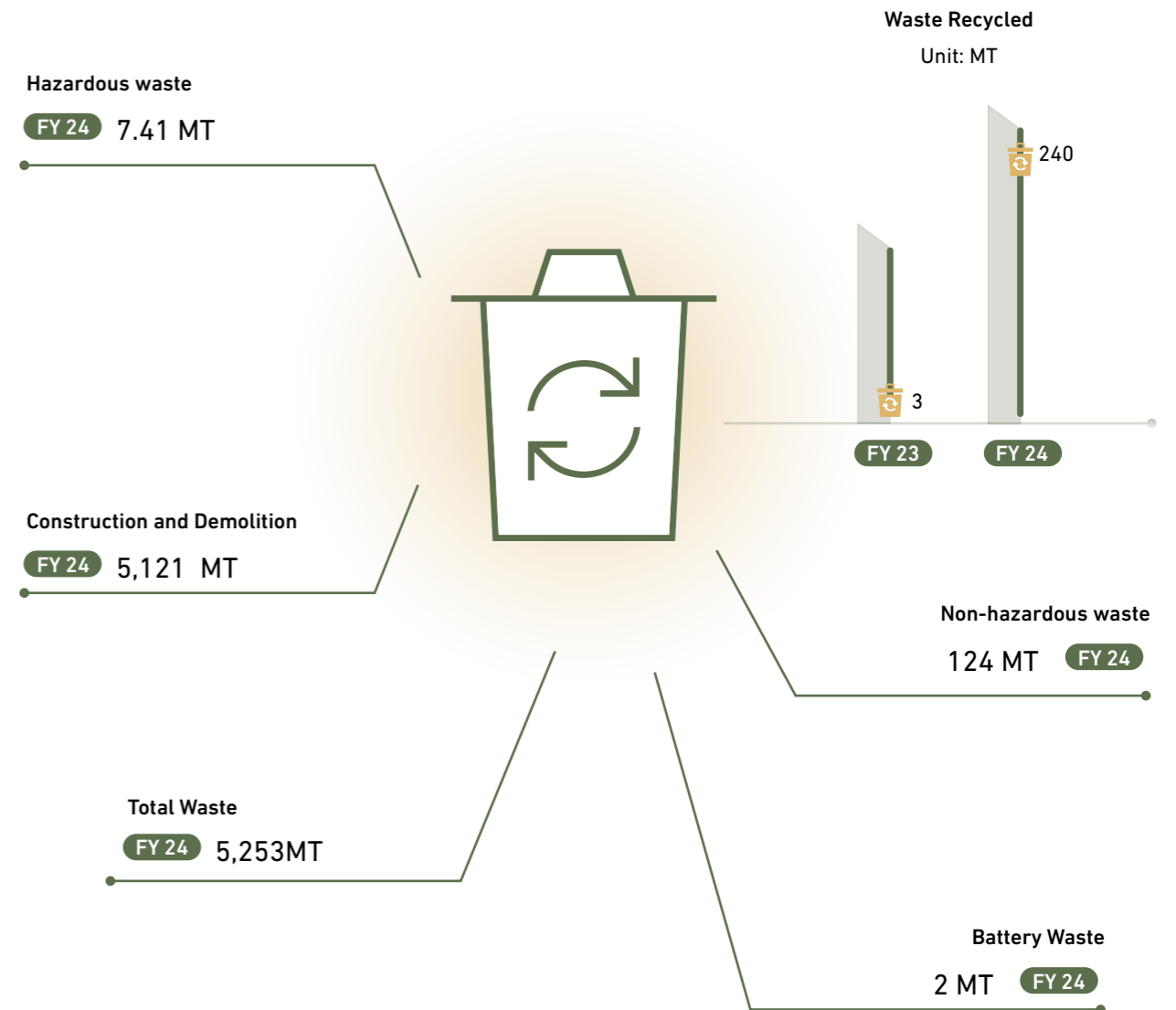
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## Waste Management

In the real estate industry, waste management is critical not just for the environmental impact, but also because of the potential dangers for the larger community. The improper disposal of waste, including materials like concrete, steel, and bricks, can pose significant environmental hazards.

Recognising the importance, Birla Estates has implemented stringent waste management protocols to mitigate risks and

promote safe disposal and recycling. Our practices ensure that hazardous and non-hazardous waste is managed responsibly, protecting both the environment and human health. Through careful segregation, recycling, and the adoption of circular economy principles, we are minimising the potential hazards associated with waste while marching towards waste circularity.







### Construction and Demolition (C&D) Waste

One of our primary focus areas is on the responsible management of Construction and Demolition (C&D) waste, which is a significant byproduct of our developments. At each of our sites, C&D waste is carefully segregated, with materials such as concrete, steel, and bricks sent for recycling. As a part of our waste circularity program, the C&D waste is repurposed on-site for essential functions such as road construction, site levelling, and creating water barricades at labour camps etc. Through these efforts, the Company actively promotes the circular economy principles within our processes, ensuring that resources are reused and the environmental impact is minimised.



### Hazardous Waste Management

In addition to managing organic and construction waste, we have also established stringent protocols for handling hazardous wastes. All hazardous wastes are disposed off through certified waste management partners, ensuring recycling, minimal environmental contamination and maximum safety for our workers and the community.

Birla Estates is setting a new standard in the real estate industry by aligning with the Aditya Birla Group's ambitious target of achieving Zero Waste to Landfill by 2030. This group-wide goal is a crucial part of our collective sustainability journey. By focusing on waste segregation, recycling, and repurposing, we are working diligently to ensure that waste from our construction and operational activities is minimised and redirected from landfills.



### Organic Waste Treatment

The Company has taken proactive steps to manage organic waste by installing Organic Waste Converters (OWCs) at all operational projects. These converters process food waste and other organic materials into nutrient-rich compost, which is then used for landscaping and gardening within our developments. In FY 24, approximately **83 MT of organic waste** is converted into high-quality manure, which was used to enhance soil health and reduce reliance on chemical fertilisers.

*83 MT of organic waste converted into high-quality manure in FY 24.*



### Biodiversity Conservation

Biodiversity conservation is crucial for ensuring ecosystem stability and the well-being of future generations. At Birla Estates, we understand that maintaining the balance of natural ecosystems is essential to safeguarding environmental health and minimising disruptive impacts. With this in mind, we have made biodiversity a core aspect of our sustainability efforts, integrating conservation principles into our project designs and construction practices.

Our **Biodiversity Policy** underscores our commitment to preserving natural habitats, protecting indigenous species, and restoring ecosystems. We ensure compliance with all relevant national and state regulations, and prioritise the protection of flora and fauna within our project boundaries. One of our standout initiatives is large-scale tree transplantation. We actively relocate trees rather than removing them in areas that need to be cleared, thus preserving and enhancing existing green cover.

Furthermore, we have a mandate at all our project sites to use **more than 80% native species in landscaping to contribute**

**to both biodiversity and environmental stability.** By creating these green belts, we not only enhance the natural landscape but also reduce urban heat island effects and support local wildlife.

The policy commits us to minimising negative human impacts on natural resources such as air, water, and vegetation, with a focus on rehabilitating or restoring ecosystems where possible. We incorporate green spaces like parks, gardens, and plantations into our projects to promote biodiversity and improve the overall ecosystem.

To evaluate the existing ecosystems, catalogue the species, and understand the potential impact on local flora and fauna, biodiversity assessments are conducted at all project sites prior to construction.

Through continuous monitoring and reviewing of biodiversity performance, we aim to make ongoing improvements and ensure that biodiversity remains a central focus of our environmental stewardship.





 Sustainable Development

In line with our commitment to ESG, Birla Estates ensures that all our developments meet internationally recognised Green Building certifications of LEED (Leadership in Energy and Environmental Design) or IGBC (Indian Green Building Council). This ensures that sustainable design principles, like energy efficiency, water conservation, reduced waste, human health & well-being, and green spaces etc. are embedded into the design and development of each project.

A key design initiative includes the integration of natural lighting and energy-efficient architectural designs, reducing dependency on artificial lighting and minimising energy consumption across our developments. The integration of

high-performance insulation, advanced HVAC systems, and low-VOC (Volatile Organic Compounds) paints ensures that energy is used efficiently, lowering the overall carbon footprint of the buildings, and ensuring that the indoor air quality is maintained. At Birla Niyaara, we employ maturity sensors to non-destructively assess the real-time compressive strength of concrete, enhancing consistency and efficiency in strength evaluation compared to traditional cube and cylinder testing methods. These features extend across both commercial and residential developments, enhancing sustainability while maintaining optimal indoor air quality.

Furthermore, We, ensure to implement the requirements of green building certifications such as LEED and IGBC which require the use of sustainable design principles, encouraging the inclusion of optimised lighting solutions and renewable energy sources. This holistic approach to energy-efficient architectural design is part of Birla Estates' commitment to creating environmentally responsible and sustainable spaces.

Our dedication to sustainability extends to our procurement practices as well. We strive to source materials ethically through collaboration with suppliers who share our commitment to ESG. This reinforces our focus on responsible business practices that contribute to the overall environmental and social well-being of the communities in which we operate.

Through strategic initiatives, technological innovation, and a focus on responsible resource management, we continue to set a high standard for environmental stewardship in the real estate sector. Rooted in the Aditya Birla Group's legacy, Birla Estates harmoniously integrates tradition and innovation to develop sustainable, transformative living spaces.



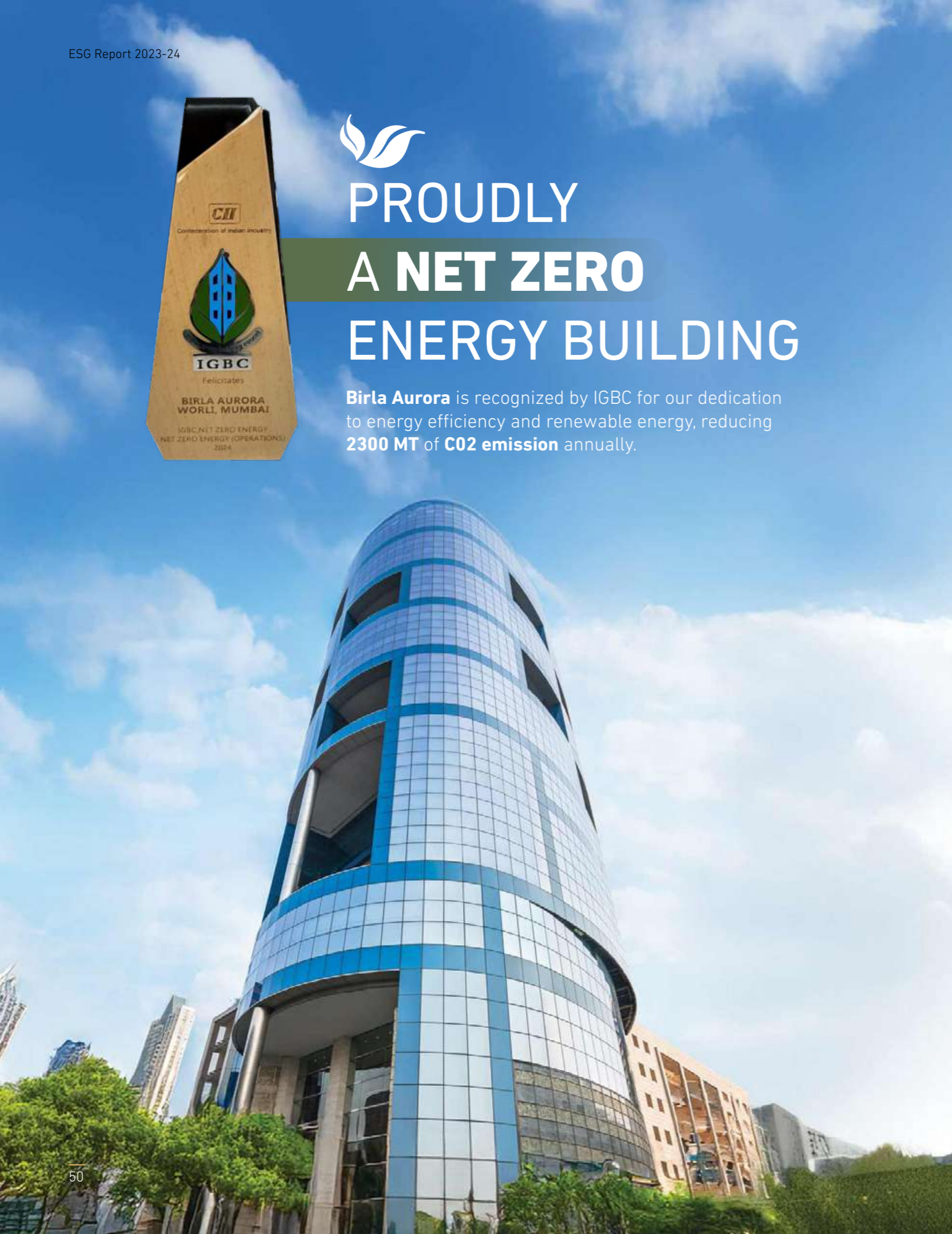
*Birla Estates ensures that all our developments meet internationally recognised Green Building certifications of LEED or IGBC.*









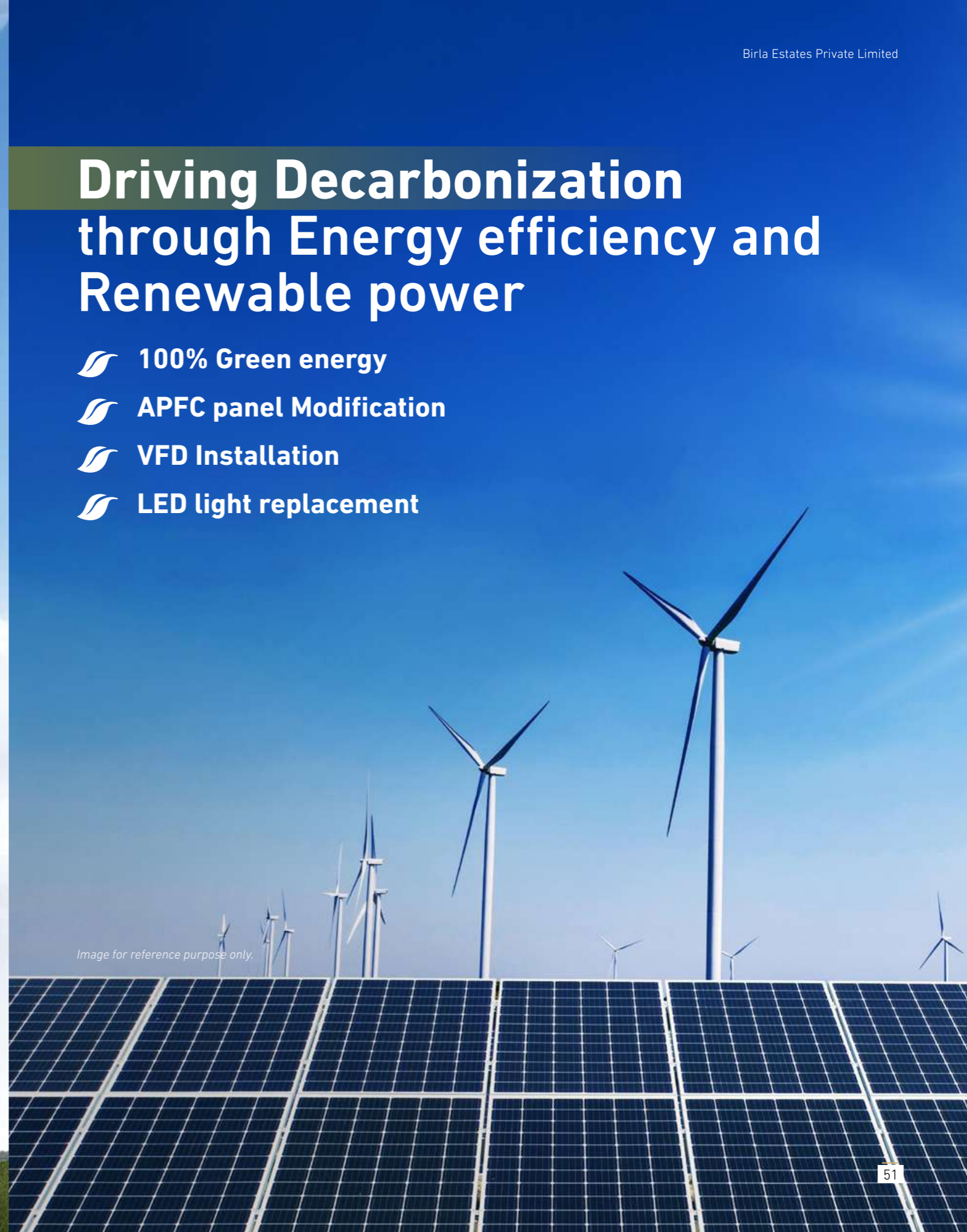
# PROUDLY A NET ZERO ENERGY BUILDING

**Birla Aurora** is recognized by IGBC for our dedication to energy efficiency and renewable energy, reducing **2300 MT** of **CO2 emission** annually.



## Driving Decarbonization through Energy efficiency and Renewable power

-  100% Green energy
-  APFC panel Modification
-  VFD Installation
-  LED light replacement



*Image for reference purpose only.*



# Social Capital

The chapter underscores our commitment to positively impact society by supporting employees, prioritising worker welfare, and engaging with communities. It includes our efforts to promote diversity, equality, and inclusion within our workforce, as well as initiatives to enhance employee well-being, support community development, and foster a safe, healthy environment for all. Birla Estates strives to create long-term social value by addressing the needs and concerns of our stakeholders.

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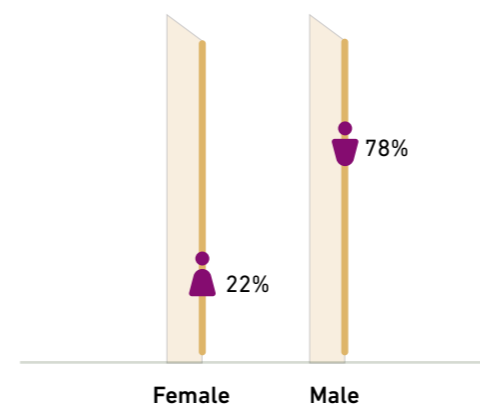
In the rapidly growing real estate sector in India, the social dimension of sustainability has emerged as a critical pillar for organizations committed to long-term success and positive impact. Beyond environmental stewardship and economic growth, the social aspect of sustainability addresses the well-being of individuals and communities, safety, and welfare of workers and fostering inclusivity, equity, and ethical practices across the organization.

## Diversity and Inclusion

At Birla Estates, inclusivity is not just a principle but a guiding philosophy. We are committed to fostering a workplace environment where every individual, irrespective of gender, ability, ethnicity, or any other defining attribute, is treated with respect and given equal opportunities to thrive. This is deeply embedded in our policies and practices, which are designed to ensure fairness and equity in every aspect of our operations.

Gender equity, in particular, is a cornerstone of our organizational culture. The Company actively promotes gender parity by ensuring that all employees, regardless of gender, have equal access to career advancement and leadership opportunities. Our inclusive policies extend beyond the workplace, offering support through flexible working hours, parental leave, and other initiatives designed to cater to the diverse needs of our workforce. These efforts have resulted in a gender diversity ratio of 22% as of FY 24, a figure we are continuously striving to improve.

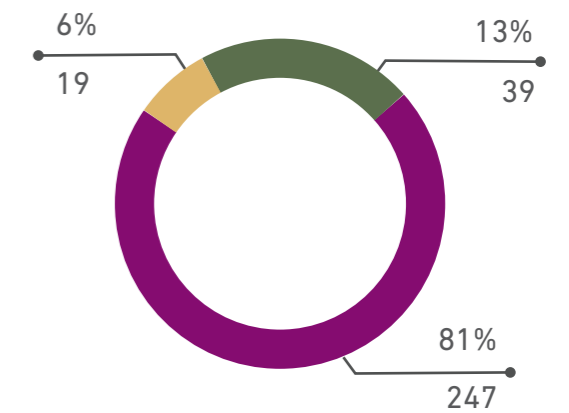
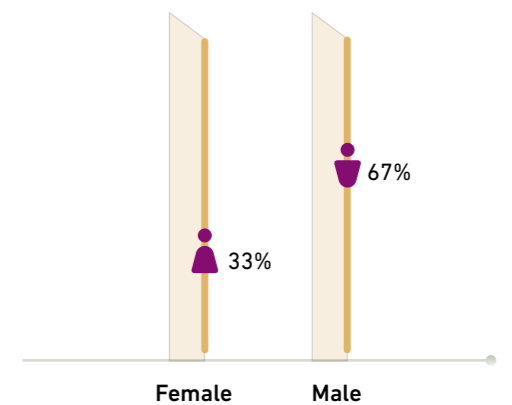
Percentage of Women in workforce



27% of the new hires are women.

At Birla Estates, the average employee age is 38 years, showcasing a perfect balance of experience and innovation in our workforce.

Proportion of women on Board of Directors



- Employees under the Age of 30
- Employees between the Age of 30-50
- Employees above the age of 50



One of our key initiatives is **BE Astra**, our dedicated Women’s Network, which was launched to empower women in our organization. BE Astra offers a platform for professional development, personal growth, networking, and education. It provides a space for women to share insights, seek advice, and discuss issues that may disproportionately affect them. The network also organizes workshops, mentoring sessions, and events that focus on skill-building, self-exploration, and awareness about gender-related challenges in the workplace.

Birla Estates is dedicated to create an inclusive environment for differently-abled individuals. This includes improving an accessibility and providing the necessary support to enable full inclusion and participation in the workplace.



## Human Rights & Code of Conduct

The Code of Conduct at Birla Estates is a reflection of the Company’s values and a testament to its commitment to ethical business practices. The Code of Conduct is rooted in our core value-



Integrity



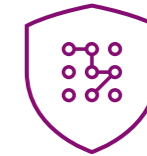
Empathy



Agility



Commitment



Seamlessness



Speed

The Code of Conduct facilitates employees to contribute to a work environment that is respectful, transparent, and accountable, ensuring that the Company remains a trusted and reputable establishment in the real estate industry.

Regular training sessions are conducted to ensure that all employees understand the Code of Conduct and the importance of ethical behaviour. These sessions cover a wide range of topics, including Anti corruption & anti bribery, conflict of interest, and data privacy. This is followed up by a regular monitoring and compliance process.

*100% employees received trainings on Human Rights, Code of conduct and Anti-corruption & anti-bribery.*

## Health and Well-being



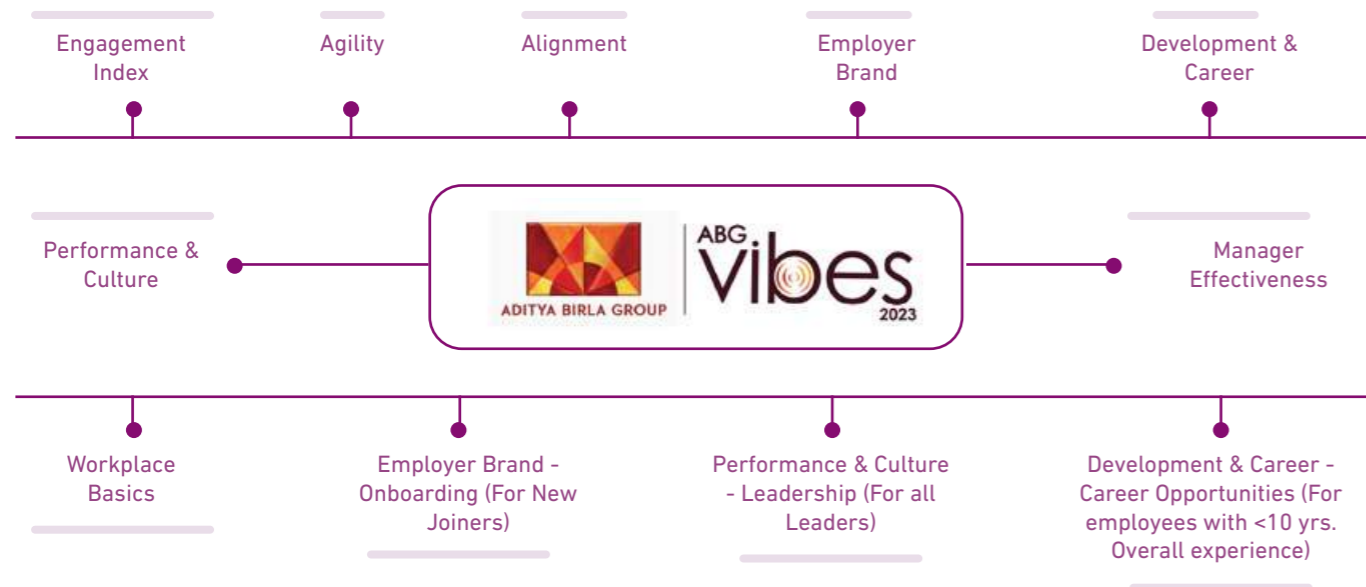
Employee Health and Well-being are fundamental to the Company’s workplace culture. At Birla Estates, we offer a range of welfare programs designed to support the health, safety, and overall well-being of our employees. We recognize that a healthy workforce is essential for sustaining high performance and achieving long-term success.

Our Employee Out Patient Department (OPD) Policy ensures that employees have access to outpatient medical services, covering consultations and treatments to support their health. Our employee insurance policy extends medical insurance to employees’ parents and in-laws, enhancing their overall well-being. Additionally, the Group Term Policy, known as “Nishchint,” offers an extra layer of security for all employees, providing protection against unforeseen life events. We also place a strong emphasis on work-life balance. Our Flexible Time Policy allows employees to adjust their work hours and offers the option to work from home, ensuring they can manage their professional and personal lives effectively.

### ABG Vibes Survey

Each year, the Aditya Birla Group conducts the ABG Vibes survey, which incorporates a Net Promoter Score (NPS) to assess employee satisfaction and sentiment. This feedback is instrumental in providing top management with a clear understanding of how employees perceive their experience at the Company. These insights help to guide policies and initiatives aimed at cultivating a positive and engaging workplace. For Birla Estates, the survey achieved an impressive 97% response rate.





The feedback from this survey plays a pivotal role in guiding BEPL's leadership in crafting policies that promote employee well-being, engagement, and job satisfaction. It enables management to assess various dimensions of workplace culture, aligning the company's actions with employee expectations. By regularly engaging with employees through the ABG Vibes survey, BEPL ensures it remains responsive to its employee needs, fostering a supportive and thriving workplace culture.

Our maternity and paternity leave policies, complemented by the Mother Care leave program, are designed to provide support to new parents. In our commitment to employee well-being, we also promote a Wellness Month initiative, where employees receive a different fruit each day, encouraging healthy eating habits. Additionally, we also conduct various health check-up camps such as bone density, wellness camp specifically for women, etc. addressing their health needs and fostering a supportive environment.

Making Individuals and Teams Resilient (MITR), an initiative by Birla Estates is dedicated to supporting the emotional and mental health of our employees and their families. In partnership with M-Power, we aim to foster resilience and well-being within our organization.

The Key Features of this initiative include 24/7 dedicated Helpline, Regular visit of On-Site Counsellor to office, Monthly Webinars focusing on various aspects of mental health, Periodic Health check-up Camps. MITR underscores Birla Estates' commitment to the well-being of its employees and their families by creating a supportive

environment that prioritizes mental and emotional health, ultimately fostering a resilient and thriving workforce. To strengthen our community spirit, we celebrate monthly birthdays and organize festive events for occasions such as Diwali, Holi, Navratri, and Christmas, creating opportunities for employees to connect and share joyful moments together. Furthermore, we provide gym facilities to encourage physical fitness and well-being, along with convenient commuting options to ensure a seamless work-life balance for our employees. These initiatives reflect our holistic approach to employee wellness and engagement, creating a supportive and inclusive workplace for everyone.

Our properties are also designed with differently-abled individuals in mind, incorporating features such as handrails, special access points, and lowered lift buttons, ensuring that everyone can navigate our spaces with ease and dignity.

## Learning and Career Development

At Birla Estates, capacity building stands as a central strategic focus, driven by our proactive Learning & Development (L&D) function. The L&D function offers employees opportunities for skill and knowledge enhancement, thereby boosting overall employee capabilities and organizational performance. We have crafted a tailored learning and development strategy that aligns closely with our organizational goals. The strategy is implemented through thoughtfully designed initiatives to advance skills, knowledge, and professional growth in various industry-relevant areas.

Our annual learning calendar features a well-rounded schedule of training sessions, workshops, and seminars, each customized to address the evolving needs of our workforce. By offering a broad spectrum of learning opportunities, we ensure our employees stay abreast of industry developments, uphold high performance standards, and contribute significantly to our Company's success.

We have categorized our training programs into four key areas:

Mandatory Programs

Behavioural Programs

Managerial Capability Programs

Functional Capability Programs



### Our Learning Strategy

- A Aligning workplace agility
- B Building growth capabilities
- C Creating purpose driven culture
- D Developing talent

In addition to these, our capacity-building efforts frequently include interactive workshops to enhance the learning experience. These sessions are designed to be engaging and practical, allowing participants to actively apply new skills in a supportive setting while receiving real-time feedback. Birla Estates offers structured online learning programs, interactive workshops, and access to virtual campuses such as the Gyanodaya Virtual Campus, which provides over 7000+ free courses from and specializations from 170+ leading companies and universities. These programs provide employees with a wide range of opportunities to expand their knowledge, develop new skills, and stay ahead of industry trends.

At Birla Estates, we are deeply committed to upholding the highest standards of quality, safety, and environmental stewardship.





## Grievance Redressal

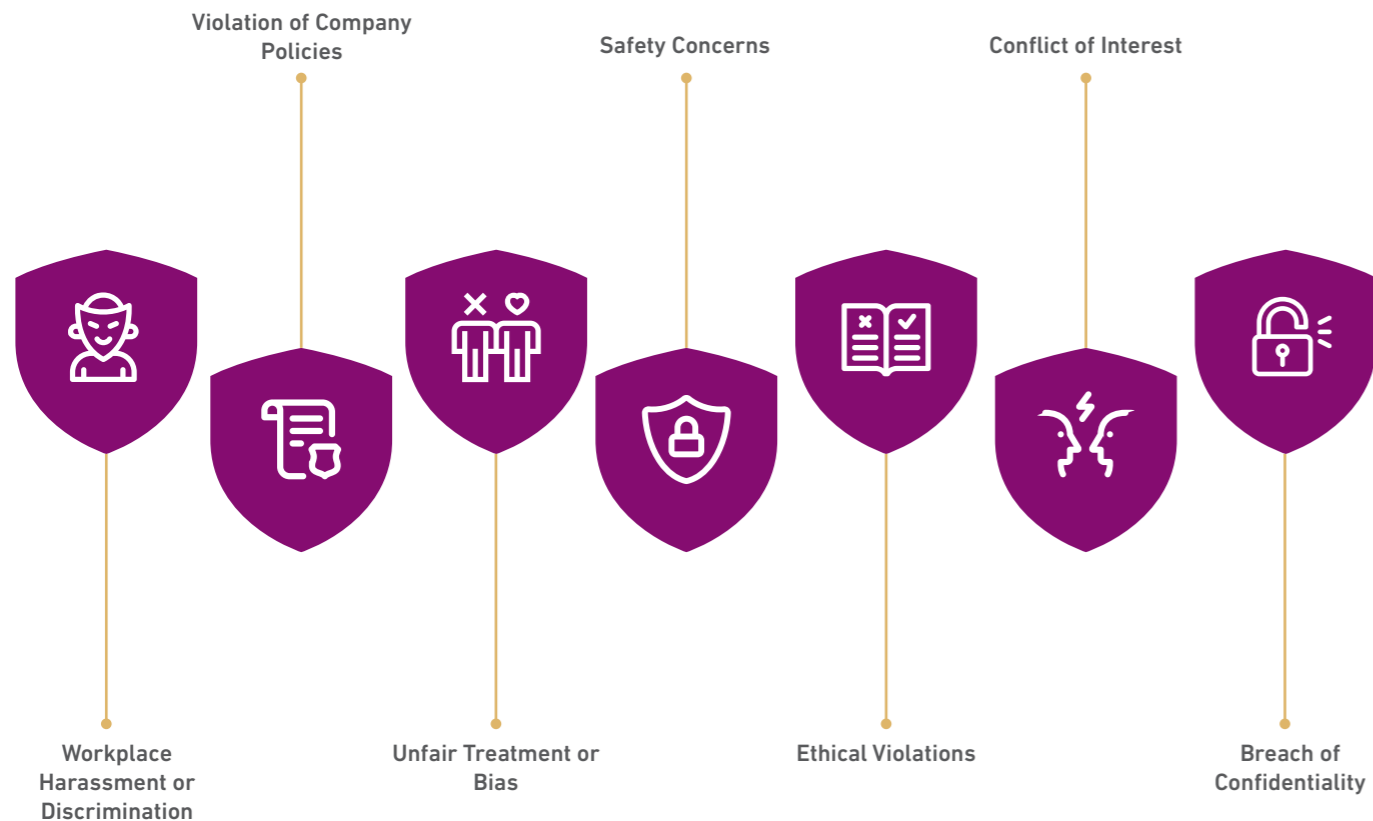
Birla Estates believes that maintaining a positive and supportive work environment is crucial to its success. We understand that a strong grievance redressal mechanism is essential for addressing concerns, resolving conflicts, and ensuring that everyone feels heard and valued.

The Company actively promotes an open-door policy where every employee is encouraged to speak up and voice concerns without fear of retaliation. At Birla Estates, we provide multiple channels for grievance submission, including in-person meetings, email, dedicated grievance submission forms, and an anonymous reporting option through its whistle-blower policy. This flexibility ensures that all personnel can report concerns in the manner that is most accessible for them.

*Achieved a record of zero complaints registered over the past year.*

Our whistle-blower policy provides a secure and confidential way for employees to report unethical practices, legal violations, or other serious concerns without fear of retaliation. This policy is a critical component of our grievance redressal system, allowing employees to report issues that might otherwise go unaddressed.

### What is Considered a Grievance?



## Occupational Health & Safety

At Birla Estates, the health and safety of our employees, contractors, and visitors are of paramount importance. Our commitment to creating a safe working environment is reflected in our comprehensive Health, Safety, and Environment (HSE) Policy, which serves as the foundation for all our safety practices across construction sites and operational facilities. It emphasizes the importance of adhering to safety regulations, preventing workplace accidents, minimizing environmental impacts, and promoting a safe and healthy work environment.

Birla Estates' safety practices emphasize continuous improvement, active stakeholder engagement, and alignment with global standards to build a culture rooted in safety and environmental responsibility.



At BEPL, we demonstrate leadership commitment to safety through resource allocation, prioritizing safety initiatives, and continuously enhancing occupational health and safety practices. Dedicated safety committees at each site drive these efforts, overseeing safety implementation, regular inspections, and addressing any safety issues.

### Hazard Identification and Risk Assessment (HIRA)

HIRA process to identify & evaluate potential OHS hazards & risk at site related to each activity and deploy most effective control measures to mitigate potential hazards and reduce the risk to an acceptable level.

Birla Estates provides thorough induction training on site hazards, emergency procedures, fire and electrical safety, and PPE use. Continuous training and skill development programs on sites, reinforce safety best practices, covering fire safety, first aid, ergonomics, and safe handling of hazardous materials.

### Emergency response and Preparedness

Emergency response and preparedness is in place at each construction site outlining procedures for responding to various emergencies, such as Fire & Explosion, Collapse of building/shed/structure & lifting appliance & Transport vehicle, Gas leakage or spillage of dangerous good/chemicals and natural calamities etc.

We conduct regular internal and external safety audits to ensure compliance and highlight improvement areas. Safety performance is monitored through KPIs, tracking incidents, lost-time injuries, and safe man-hours.

Incident Rate	0
Frequency Rate	0
Severity Rate	0
Reportable accidents & Fatalities	0
Near Miss Incidents	109



*Remarkable achievement of 30.5 million safe man hours at our sites.*

### Contract Management

Contractor's pre-qualification and pre-bid meeting is conducted as per BEPL HSE standards, followed by signing of contractor safety requirements before on boarding the contractors at site. Periodic safety trainings are imparted as per yearly and monthly training plan. Training Needs are identified based upon observations, first aid incidents and audit feedback. Regular audits of contractors' safety practices are conducted to ensure compliance with Birla Estate's contractor safety requirements.



### Health & Wellbeing

At our sites, we ensure a thorough induction process for workers with medical examinations and training before site entry. Welfare facilities, such as restrooms, drinking water, canteens, recreation areas, and on-site healthcare professionals, support worker well-being across sites. We prioritize occupational health with pre-employment check-ups for all workers and specialized exams conducted for roles involving hazardous working conditions, and on-site health centres are staffed with medical personnel and emergency services.

### Recognition and Rewards

Our commitment to safety excellence has led to impressive milestones, including achieving 30.5 million safe man hours, incident-free man-hours, zero accidents on sites. Along with this we have also initiated critical safety initiatives at our construction sites. In recognition of these efforts, we have been honoured with prestigious Safety Awards from international organizations such as the British Safety Council and ROSPA, along with national accolades from NSC, CIDC, CII, and Apex India. These awards underscore our unwavering dedication to fostering a safe and secure working environment across all our sites.



### Continuous Improvement and Innovation

The Company regularly reviews and updates its HSE policies and procedures to incorporate the latest industry best practices and technological advancements. The Company also invests in innovative safety solutions, such as the use of drones for site inspections and the implementation of advanced safety management software to track and analyze safety performance data in real-time.







# Building Bridges

Focusing on community engagement, this Chapter showcases how Birla Estates connects with our customers, local communities, stakeholders, and partners to foster mutual growth and understanding. It details our efforts to engage meaningfully with our stakeholders and support social initiatives that address key needs. By building bridges with diverse groups, we aim to create a positive social impact and strengthen our relationship with the communities we serve.

Image for reference purpose only.

## Customer Engagement

### Residential Properties

At Birla Estates, customer engagement is not just about fulfilling property transactions; it's about building long-lasting relationships that resonate with residents and potential buyers. This commitment is deeply embedded in the Company's ethos, as seen in initiatives like Birla Estates Community Connect program. This initiative has evolved to become a central aspect of the Company's mission, creating strong, cohesive, and socially connected communities across its projects.

Through Birla Estates Community Connect, we aim to create vibrant communities in every Birla Estates property. These events are designed to foster camaraderie and engagement among residents. Be it celebrating festivals such as Independence Day, Ganesh Chaturthi, Diwali, exploring and honing ones' talents and skills through curated masterclasses and passion hubs, Community Connect activities aim to enrich connections amongst and lives of residents of Birla Estates properties.



In today's fast-paced world, people often find themselves busy and preoccupied, which can make building connections challenging. To strengthen community bonds and keep residents engaged, Birla Estates Community Connect aims to provide a dedicated platform for fostering inclusivity and connection. Through a wide range of audience-specific events such as masterclasses, fitness sessions for seniors, and creative competitions for children, Birla Estates creates opportunities for residents to come together and engage in meaningful interactions. These activities cater to diverse needs and interests, promoting social interaction across different age groups and interests, and cultivating a culture of belonging within each community.

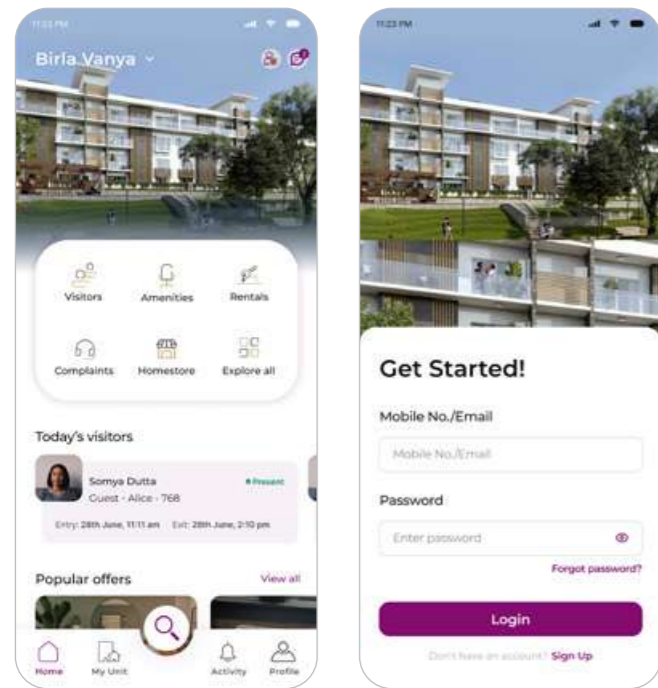
Moving beyond social engagement, Birla Estates also prioritises customer satisfaction and feedback through structured programmes like the Net Promoter Score (NPS) system. The NPS system provides an additional mechanism for Birla Estates to listen to the customers and address their concerns, if any. This system provides crucial inputs for Birla Estates while helping design its products as well as processes to ensure that customer experience is elevated at every touchpoint.

At Birla Estates, customer centricity is not just a philosophy; it's a commitment that drives every aspect of our operations. By nurturing a culture of empathy, curiosity, and continuous improvement, we aim to turn every interaction into a meaningful connection, strengthening loyalty, and fostering sustainable growth. This dedication to delivering exceptional customer experiences, was exemplified in the recent handovers of three projects Birla Alokya in Bengaluru, Birla Navya in NCR, and Birla Vanya in Kalyan MMR.

In creating a memorable and impactful handover, we designed a truly personalised experience for every apartment handover to ensure each resident felt warmly welcomed and valued. Highlights of this experience included a personalised video message for every customer from our leadership team, a thoughtful and distinctive welcome kit including exclusive home décor items and a celebration that was hyper-personalised for every home owner. Through these thoughtful gestures, we aim to ensure that every handover is not only memorable but a testament to our unwavering commitment to customer satisfaction.



In addition to in-person engagements, Birla Estates has introduced digital solutions to create seamless interactions and enhance customer experience. The DWELL app is one such innovation, designed to provide Birla Estates residents with convenient digital tools for daily living. DWELL App serves as a comprehensive tool to enhance the living experience within a community, making it more organized, connected, and enjoyable for residents. The app features capabilities like visitor management, amenities booking, feedback and surveys, community communication, vendor services and rental assistance. Overall, the app enhances the living experience by promoting transparency, engagement, and efficiency in community management.



## Commercial Properties

At Birla Estates, we extend our commitment to customer engagement beyond residential spaces by offering extensive support and modern amenities for tenants in our commercial properties. The Birla Estates Assets Management team, ensures a high standard of operations and tenant satisfaction. We manage the daily maintenance, quality control, and ensure smooth functioning of essential services, including security, utilities, MEP services, and grievance redressal. This helps maintain an efficient and responsive environment. A structured communication process connects tenants directly with the property manager ensuring that any issues or feedback are promptly addressed.

As safety is a top priority at Birla Estates, we provide extensive support to ensure that tenants are well-prepared for any emergencies. Periodic first aid training, fire safety drills, and mock exercises ensure tenants and staff are well-prepared for emergencies. In addition to this we also conduct a comprehensive induction program for new tenant covers building policies, safety protocols, and operational guidelines, fostering a secure and informed tenant community.



Birla Estates also offers a comprehensive suite of amenities designed to enhance tenant convenience and well-being, including a food court with an on-site kitchen that serves a diverse range of fresh, customized meals to accommodate various dietary preferences. For families, a third-party-operated crèche provides convenient childcare services. The community is further enriched by regularly organized food festivals that celebrate culinary diversity and promote engagement among tenants. Health and fitness are supported through a fully equipped in-house gym staffed with certified trainers, as well as bi-monthly dietitian consultations that offer personalized wellness advice. Additionally, both commercial properties are equipped with EV charging stations, supporting sustainable transportation and environment friendly practices.

Our quality management approach for customers and tenants is driven by a strong commitment to delivering exceptional experiences and creating value for stakeholders, without compromising on transparency, commitment, quality, and superior design. Regular internal audits, quality control and assurance, are conducted to support continual improvement, and to meet the highest standards.

## Communities Around Us

At Birla Estates, communities are integral to its vision, with the Company recognising that its success is deeply connected to the well-being and development of the people surrounding its projects. We contribute to ABREL to engage in Corporate Social Responsibility (CSR) initiatives that focus on creating meaningful, positive impacts in local communities. This collaborative approach covers essential areas like healthcare, education, infrastructure, and environmental sustainability, reinforcing their shared commitment to elevating communities and promoting sustainable development. By leveraging the strengths and resources of both companies, we address key social needs and environmental challenges while contributing to the resilience and vitality of the areas where we operate.





# GRI Content Index

**Statement of use** Birla Estates has reported the information cited in this GRI content index for the period 2023-2024 with reference to the GRI Standards.

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	SDG Mapping
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us	
	2-2 Entities included in the organization's sustainability reporting	About the Report	
	2-3 Reporting period, frequency and contact point	About the Report	
	2-4 Restatements of information	About Us	
	2-6 Activities, value chain and other business relationships	About Us	
	2-7 Employees	Our People	SDG 8
	2-8 Workers who are not employees	Our People	SDG 8
	2-9 Governance structure and composition	Board Of Directors	
	2-11 Chair of the highest governance body	Board Of Directors	
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance	
	2-13 Delegation of responsibility for managing impacts	ESG Governance	
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance	
	2-15 Conflicts of interest	Our People	
	2-16 Communication of critical concerns	ESG Governance	
	2-17 Collective knowledge of the highest governance body	ESG Governance	
	2-22 Statement on sustainable development strategy	Business Strategy	
	2-23 Policy commitments	Governance Policies	
	2-24 Embedding policy commitments	Governance Policies	

GRI Standard	Disclosure	Location	SDG Mapping
	2-25 Processes to remediate negative impacts	Materiality Assessment	
	2-26 Mechanisms for seeking advice and raising concerns	Our People	
	2-27 Compliance with laws and regulations	Our ESG Goals	
	2-28 Membership associations	About Us	
	2-29 Approach to stakeholder engagement	ESG Governance	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	SDG 12, 13
	3-2 List of material topics	Materiality Assessment	SDG 12, 14
	3-3 Management of material topics	Materiality Assessment	SDG 12, 15
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity Conservation	SDG 14, 15
	101-2 Management of biodiversity impacts	Biodiversity Conservation	SDG 14, 16
	101-4 Identification of biodiversity impacts	Biodiversity Conservation	SDG 14, 17
	101-5 Locations with biodiversity impacts	Biodiversity Conservation	SDG 14, 18
	101-6 Direct drivers of biodiversity loss	Biodiversity Conservation	SDG 14, 19
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	SDG 14, 20
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation	SDG 14, 21
	304-3 Habitats protected or restored	Biodiversity Conservation	SDG 14, 22
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Conservation	To be confirmed - if covered under biodiversity assessment
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financials	SDG 8
	201-2 Financial implications and other risks and opportunities due to climate change	Our Strategy for Value Creation	SDG 8, 11,13
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Climate Action	SDG 13
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Our People	SDG 8, 16



GRI Standard	Disclosure	Location	SDG Mapping
	205-2 Communication and training about anti-corruption policies and procedures	Our People	SDG 8, 16
	205-3 Confirmed incidents of corruption and actions taken	Our People	SDG 8, 16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our People	SDG 8, 16
GRI 301: Materials 2016	301-2 Recycled input materials used	Climate Action	SDG 13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	SDG 7,8,12,13
	302-2 Energy consumption outside of the organization	Energy Management	
	302-3 Energy intensity	Energy Management	SDG 7,8,12
	302-4 Reduction of energy consumption	Energy Management	SDG 7,8,12,13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Conservation	SDG 6,12
	303-2 Management of water discharge-related impacts	Water Conservation	
	303-3 Water withdrawal	Water Conservation	SDG 6
	303-4 Water discharge	Water Conservation	SDG 3,6,8,12
	303-5 Water consumption	Water Conservation	SDG 6
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Action	
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Action	
	305-4 GHG emissions intensity	Climate Action	
	305-5 Reduction of GHG emissions	Climate Action	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	SDG 3,6,12
	306-2 Management of significant waste-related impacts	Waste Management	
	306-3 Waste generated	Waste Management	SDG 3,6,12
	306-4 Waste diverted from disposal	Waste Management	SDG 3,12
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People	SDG 5,8,10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health and Well-being, Learning and Development	SDG 5,8

GRI Standard	Disclosure	Location	SDG Mapping
	401-3 Parental leave	Our People	SDG 5,8
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety	SDG 3, 8
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	
	403-3 Occupational health services	Occupational Health & Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	
	403-5 Worker training on occupational health and safety	Occupational Health & Safety	
	403-6 Promotion of worker health	Occupational Health & Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety	
	403-9 Work-related injuries	Occupational Health & Safety	
	403-10 Work-related ill health	Occupational Health & Safety	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Highlights	SDG 4
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Career Development	SDG 8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Of Directors	SDG 5, 8
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our ESG Goals	SDG 8



# Glossary

<b>ABG</b>	Aditya Birla Group	<b>KPI</b>	Key Performance Indicator
<b>ABREL</b>	Aditya Birla Real Estate Ltd.	<b>kWh</b>	Kilo-watt hours
<b>APAC</b>	Automatic Power Factor Correction	<b>LEED</b>	Leadership in Energy and Environmental Design
<b>BE</b>	Birla Estates	<b>L&amp;D</b>	Learning & Development
<b>BEPL</b>	Birla Estates Private Limited	<b>MEP</b>	Mechanical, Electrical and Plumbing
<b>BOD</b>	Board of Directors	<b>MITR</b>	Making Individuals and Teams Resilient
<b>BRSR</b>	Business Responsibility and Sustainability Reporting	<b>MMR</b>	Mumbai Metropolitan Region
<b>CDP</b>	Carbon Disclosure Project	<b>MT</b>	Metric Tonnes
<b>C&amp;D</b>	Construction and Demolition	<b>MWh</b>	Mega-watt hours
<b>CEO</b>	Chief Executive Officer	<b>NAREDCO</b>	National Real Estate Development Council
<b>CIDC</b>	Construction Industry Development Council	<b>NCR</b>	National Capital Region
<b>CII</b>	Confederation of Indian Industries	<b>NOx</b>	Nitrogen Oxide
<b>COC</b>	Code of Conduct	<b>NPS</b>	Net Promoter Score
<b>CO<sub>2</sub></b>	Carbon Dioxide	<b>NSC</b>	National Safety Council
<b>CREDAI</b>	Confederation of Real Estate Developers' Associations of India	<b>OHS</b>	Occupational Health & Safety
<b>CRREM</b>	Carbon Risk Real Estate Monitor	<b>OWCs</b>	Organic Waste Converters
<b>CTIL</b>	Century Textiles and Industries Limited	<b>PM</b>	Particulate Matter
<b>DEI</b>	Diversity, Equity, Inclusion	<b>POSH</b>	Prevention of Sexual Harassment
<b>DJSI</b>	Dow Jones Sustainability Indices	<b>QMS</b>	Quality Management System
<b>ESG</b>	Environment, Social, Governance	<b>RERA</b>	Real Estate Regulatory Authority
<b>EV</b>	Electric Vehicle	<b>RoSPA</b>	Royal Society for the Prevention of Accidents
<b>FY</b>	Financial Year	<b>SDG</b>	Sustainable Development Goals
<b>GGBS</b>	Ground Granulated Blast Furnace Slag	<b>SBTi</b>	Science Based Targets initiative
<b>GHG</b>	Greenhouse Gas	<b>SSP</b>	Shared Socioeconomic Pathways
<b>GRI</b>	Global Reporting Initiative	<b>STP</b>	Sewage Treatment Plant
<b>GRESB</b>	Global Real Estate Sustainability Benchmark	<b>VFD</b>	Variable Frequency Drives
<b>HSE/ESH</b>	Health, Safety and Environment	<b>VOC</b>	Volatile Organic Compounds
<b>HIRA</b>	Hazard Identification and Risk Assessment		
<b>HVAC</b>	Heating, Ventilation, and Air Conditioning		
<b>IGBC</b>	Indian Green Building Council		
<b>IoT</b>	Internet of Things		
<b>INR</b>	Indian Rupee		
<b>IR</b>	Integrated Reporting		

# SASB Industry Topics for Real Estate

SASB Material Topic	Location
<b>Energy Management</b>	Energy Management
<b>Water and Wastewater Management</b>	Water Conservation
<b>Product Design and Lifecycle Management</b>	Our Strategy for Value Creation, Climate Action
<b>Physical Impacts of Climate Change</b>	Climate Action

## RERA Information

### Birla Niyaara

The Projects "Birla Niyaara Phase - 1" and "Birla Niyaara Phase - 2" are registered with MahaRERA under the Project Registration Nos. P51900031916 and P51900054455 respectively and can be viewed at <https://maharera.mahaonline.gov.in>. The Project Birla Niyaara is an integrated development spread across 14 acres (approx. 56,650 sq. m.) being developed in phases and "Birla Niyaara Phase - 1" and "Birla Niyaara Phase - 2" are a part thereof.

### Birla Vanya

Projects "Birla Vanya – Phase 1 and Birla Vanya – Phase 2" are registered with MahaRERA under the Registration Nos. P51700019178 & P51700029755 respectively and can be viewed at <https://maharera.mahaonline.gov.in>.

### Birla Alokya

Project "Birla Alokya" comprising of 218 Villaments and a Club house is registered with Karnataka RERA under the registration No. PRM/KA/RERA/1250/304/PR/190724/002725 and can be viewed at <https://rera.karnataka.gov.in>.

### Birla Navya

RERA Registration – Birla Navya (Amoda I and II) - RC/REP/HARERA/GGM/390/122/2020/06 OF 2020; Birla Navya (Drisha 1A) – RC/REP/HARERA/GGM/391/123/2020/07 OF 2020; Birla Navya (Drisha 1B) – RC/REP/HARERA/GGM/553/285/2022/28 OF 2022; Birla Navya (Anaika) – RC/REP/HARERA/GGM/596/328/2022/71 OF 2022; Birla Navya (Avik Phase-1) – RC/REP/HARERA/GGM/673/405/2023/17 OF 2023 on [www.haryanarera.gov.in](http://www.haryanarera.gov.in). The Project is being developed by Avarna Projects LLP ("Developer"). Birla Estates Private Limited and Anant Raj Limited are partners in the Developer LLP.

### Birla Trimaya

The Projects "Birla Trimaya - Phase 1" and "Birla Trimaya- Phase-2" are registered with Karnataka RERA under the Registration Nos. PRM/KA/RERA/1250/303/PR/300823/006200, dated 30/08/2023 and PRM/KA/RERA/1250/303/PR/040924/006988 dated 04/09/2024 respectively and can viewed at <https://rera.karnataka.gov.in>. Phase 1 consisting of 8 Towers and a Clubhouse and Phase 2 consisting of 5 Highrise Towers - 11, 12, 22, 23 & 24, Duplex Units in Tower 31B & 31C, Row Houses in Tower 34.

### Birla Ojasvi

The Project "Birla Ojasvi" is registered with Karnataka RERA under the Registration No. PRM/KA/RERA/1251/310/PR/040924/006989 and can be viewed at <https://rera.karnataka.gov.in>, consisting of 3 Highrise Towers - 1, 2 & 3, Row Houses and a Clubhouse.





## **BIRLA ESTATES**

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