BAGMANE

BAGMANE DEVELOPERS PRIVATE LIMITED

SUSTAINABILITY REPORT FY 2022-23

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Corporate Overview

Reporting Methodology

At Bagmane, sustainability is intrinsic to our core values. Since 1988, we've embraced responsible business practices for holistic economic growth and enduring social development. Our commitment goes beyond norms, establishing global standard workplaces that transcend traditional knowledge corporations. Dedicated to sustainable and holistic growth, we consistently integrate responsible practices into our culture. Now, we present our inaugural Sustainability report for FY 2022-23. This comprehensive document encapsulates Bagmane's ESG objectives and outlines our strategic initiatives aimed at achieving sustainability targets and goals. It serves as a testament to our enduring commitment to sustainability and transparent communication with all our stakeholders.

Reporting Scope and Boundary

The report has been developed in accordance with the 'Universal GRI Standards' on sustainability reporting and disclosures on the social, environmental, and economic responsibilities of our tech parks in Bangalore.

Reporting Period

This report presents Bagmane's sustainability performance and activities for the period April 1, 2022, to March 31, 2023.

Management's Responsibility

This maiden sustainability report of Bagmane reflects the organisation's environmental, social, and economic impact on matters that are meaningfula to business growth. All the information provided in this report has been reviewed by the Company's management.

Feedback

We have a strong commitment to considering and valuing the ideas and opinions of our stakeholders. Your comments, questions, inquiries, and information on any element of our sustainability performance are welcome as they will improve our future reports. Please feel free to contact us by mail or email at the contact information provided below:

Contact Us: 080 - 40329999

About Bagmane Developers Private Limited

Since its inception, Bagmane has been driven by a clear objective: to shape workplaces that redefine standards for knowledge corporations. Today, our role transcends mere real estate involvement; we stand as strategic partners in our clients' growth.

Our standing in the industry is characterized by the development of environmentally conscious tech parks, a testament to our unwavering commitment to sustainability. Renowned for our innovative approaches and unwavering quality, we embrace change as a means to ensure ongoing client satisfaction.

Vision

At Bagmane, our vision is to lead the way in the realm of business parks, pioneering a future where innovation, sustainability, and social responsibility converge seamlessly. We are committed to establishing ourselves as the foremost choice for businesses seeking cutting-edge workspaces that not only foster technological advancements but also adhere to the highest Environmental, Social, and Governance (ESG) standards. value by providing flexible, forward-thinking workspaces that foster collaboration and ingenuity. Grounded in the principles of Environmental, Social, and Governance (ESG), we aim to integrate sustainable practices into every aspect of our operations, contributing positively to the environment and the communities we touch.

Mission

At Bagmane, our mission is to revolutionize workspaces, creating environments that go beyond traditional norms. We are dedicated to developing and managing innovative technology parks that empower businesses to thrive. Our mission is to deliver exceptional value by providing flexible, forward-thinking workspaces that foster collaboration and ingenuity. Grounded in the principles of Environmental, Social, and Governance (ESG), we aim to integrate sustainable practices into every aspect of our operations, contributing positively to the environment and the communities we touch.

Our Values

Our values at Bagmane are to provide a common framework for conducting our business both internally and externally.

Quality	Dedication	Innovation

Expertise	Excellence

Landscape

Total Campus Area: 300 Acres

Total Development Size: 22 million sq. ft

Built To Suite Facilities: 23

Total Occupiers: 70+

Total Park Users: 150k+

Credit Rating: A+

Fortune 500 companies: 89%

Message from MD

Dear Valued Stakeholders,

It is a privilege to share Bagmane's first Environmental, Social, and Governance (ESG) report, highlighting our commitment to sustainable practices and responsible business conduct. ESG isn't just a strategic initiative; it has become the guiding principle shaping our corporate identity.

Our pursuit of sustainability is deeply ingrained in a conscientious approach that prioritizes environmental stewardship, advocates for inclusive development, and ensures our operations align with global sustainability principles. The foundation of our dedication lies in our adherence to United Nations Sustainable Development Goals (SDGs) in FY23, underscoring our commitment to creating a positive global impact. From sustainable practices to cultivating inclusivity and fostering trust, our Environmental, Social, and Governance (ESG) initiatives are all-encompassing, addressing various facets of our operations in accordance with our ESG framework. Our ESG indicators encompass quantifiable metrics that gauge the environmental, social, and governance impact of our operations, emphasizing our commitment to transparency and accountability. Conducting a comprehensive materiality assessment provided invaluable insights, guiding us to integrate quantitative targets aligned not only with global standards but also the specific priorities of our diverse stakeholders.

Our commitment to proactive energy and emission management is pivotal. We aim to increase the percentage of total energy sourced from solar facilities to 80% by FY 2025 and 100 % in the coming years, with an existing strong foundation of 50% energy consumption from solar facilities with a capacity of 74 MW. Simultaneously, diversifying our energy portfolio includes operationalizing wind energy facilities by FY 2024. In water stewardship, we target a 5% reduction in water consumption across operations by FY 2025, contributing to our goal of becoming water positive by FY 2030. Existing initiatives include responsible water management through recycling and reusing treated water from Sewage Treatment Plants (STPs), rainwater harvesting, and water-based technologies such as Sequence Batch Reactor (SBR) and Membrane Bioreactor (MBR).

Waste management aims for zero waste to landfill by FY 2025. Ongoing initiatives involve recycling processes in compliance with LEED certification standards, utilization of modern technology like organic waste converters, and working towards Single Use Plastic Free Certification.

Our CSR initiatives, from healthcare support to educational advancements, are poised to make a more substantial impact. We commit to increasing the financial allocation to CSR initiatives annually. Existing impactful initiatives include substantial contributions to Maha Veer Jain Hospital for healthcare support and donations to JITO NGO for educational advancements, fostering civil services education.

Employee involvement is pivotal, and we aim to achieve a 90% participation rate in community service and volunteering activities within the next two years. Our CSR strategy involves a robust community engagement index, benchmarking for continuous 5% year-over-year improvement. Our

commitment to human rights is integral to our corporate identity. We have a robust standalone Human Rights policy and a grievance redressal mechanism.

Simultaneously, we're committed to increasing diversity ratios, aiming for women to constitute 10% of our total workforce, and actively hiring employees from the LGBTQIA+ spectrum. Ensuring continuous employee growth, we commit to implementing a standard of 40 hours of training per annum for each Full-Time Equivalent (FTE) employee. Physical and mental wellness programs further underscore our commitment to the holistic well-being of our workforce.

Bagmane's five operations tech parks are LEED Gold certified, prioritizing sustainable building practices including access to differently abled. Upholding the highest standards of Occupational Health and Safety (OHS) is paramount. We target a Lost Time Injury Frequency Rate (LTIFR) of zero and aim to establish an online incident reporting platform within the next two years. Existing

initiatives comprise ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications, along with a 5-Star rating for our safety culture from the British Safety Council.

Our commitment to corporate governance is embedded in our organizational values. The ESG committee is committed to achieving environmental and social impact through strategic initiatives. Existing initiatives involve governing bodies with robust processes and policies, enforcing strict compliance with our framework. We prioritize key environmental compliances, including obtaining "Consent to Establish" and "Consent to Operate," and maintaining certifications for key management systems.

As we reflect on this pivotal first year of our ESG journey, I am confident that Bagmane Group will continue to set new benchmarks in sustainability, social responsibility, and ethical governance. Our dedication to building a sustainable future goes beyond words; it is a resolute commitment upheld by each one of us. Thank you for your unwavering dedication, valuable contributions, and shared commitment to our ESG journey.

Best Regards,

Raja Bagmane
Managing Director

Engaging with our stakeholders

At Bagmane Group, we recognize the importance of actively engaging with our diverse array of stakeholders. Our commitment extends beyond merely meeting expectations to fostering meaningful relationships built on trust, transparency, and shared values. We understand that our stakeholders play a pivotal role in shaping our journey toward operational success and sustainability.

Through ongoing dialogue, we not only seek to comprehend their expectations but also openly share our challenges and progress. This transparent exchange allows us to gather valuable insights, enabling continuous improvement in both our business and sustainability performance.

Our stakeholders, comprising those who impact our value creation and those who may be influenced by our business activities, form an integral part of our journey. Their trust and support serve as catalysts, empowering us to set ambitious goals and reach new heights in our pursuit of excellence.

Key Stakeholder group	Rationale for Selecting Stakeholder	Engagement Channels
Employees	Employees play a direct role in the organization's daily operations and, in turn, are directly impacted by them.	· Employee feedback forms · Performance management systems · Interactions, training sessions and periodic · Communications
Community	Our CSR interventions directly impact communities, while our business operations indirectly influence their well-being and development.	· CSR initiatives · Feedback mechanism and evaluation process through meetings
Customers	Our clients play a pivotal role as key stakeholders, influencing and being impacted by our business activities and services.	· Customer satisfaction surveys · Tenant engagement activities
Suppliers and contractors	Suppliers are integral contributors, providing essential goods and services crucial for the seamless operation of our business.	· Supplier meetings · Feedback mechanism

By embracing the perspectives of our stakeholders, we aim to build a collaborative and resilient foundation for a sustainable and successful future.

Throughout the year, we have prioritized continuous and meaningful interactions with our key stakeholder groups. By doing so, we ensure that their opinions, perspectives, and insights are not only heard but actively considered. This inclusive engagement process is integral to the identification and reporting of all material issues detailed in this report. By going the extra mile in understanding and responding to our stakeholders, we strengthen the foundation of our sustainability initiatives, fostering a collaborative environment that reflects the diverse interests and concerns of those who play a crucial role in our journey.

Approach towards materiality

At Bagmane Group, our materiality assessment is like a compass guiding us to what really matters. We carefully examine the issues that could significantly affect our business and stakeholders. By listening to them, we pinpoint the most important concerns. This process ensures that we focus on what truly makes a difference, aligning with our sustainability goals and meeting the expectations of everyone involved. Our focus is on being clear, responsible, and true to our commitment to sustainable business practices.

Stages of Materiality Assessment

At Bagmane Group, our materiality assessment is like a compass guiding us to what really matters. We carefully examine the issues that could significantly affect our business and stakeholders. By listening to them, we pinpoint the most important concerns. This process ensures that we focus on what truly makes a difference, aligning with our sustainability goals and meeting the expectations of everyone involved. Our focus is on being clear, responsible, and true to our commitment to sustainable business practices.

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Stakeholder Identification

02
Finalisation: Universe of Material Topics

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Materiality Survey & stakeholder interaction

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Analysis for Materiality Assessment

05
Materiality Matrix

Approach Taken to Finalize Material Topics at Bagmane Group:

Identification of Material Topics: We conduct a thorough desk review to pinpoint material topics relevant to our sector, encompassing current and emerging industry trends, business risks, and the practices of peer companies. This assessment forms the basis for a preliminary list of material topics.

	Universe of Material Issues - 22 Issues		
1	Climate Strategy	Occupational Health & Safety	Corporate Governance
2	Emissions and Energy Management	Sustainable Supply Chain	Technology & Innovation/ R&D and Digitalization
3	Water Management	Stakeholder Engagement	Corporate Communication & Brand Management
4	Waste Management	Local Community Development	Business Ethics
5	Biodiversity	Diversity, Equity and Inclusion	Reporting and Assurance
6	Sustainable Buildings	Human Capital Development	Business Continuity & Risk Management
7		Human Rights	Statutory compliance
8		Customer Relationship Management	Data Privacy and security

Stakeholder Engagement: We identify and engage with key internal and external stakeholders to gather their feedback. This input is crucial for prioritizing the identified material topics and incorporating their concerns and expectations into our materiality assessment.

Data Analysis: Insights obtained from stakeholder engagement are meticulously analysed and synthesized with the findings from the desk review. This comprehensive analysis leads to the development of a materiality matrix, resulting in the final list of material topics categorized by their level of priority.

The identified material topics are then mapped on a matrix, aligning them with ESG aspects based on their significance to both stakeholders and the company. This materiality map serves as a valuable tool for informed decision-making, guiding our efforts to seamlessly integrate sustainability into Bagmane Group's overarching business strategy.

- Corporate Governance ● ● Statutory Compliance
- Corporate Communication & Brand Management ● ● Reporting & Assurance
- Business Ethics ● ● Data Privacy & Security
- Business Continuity & Riska Management ● ● Technology & Innovation / R&D and Digitalization

Occupational Health & Safety ●
Stakeholder Engagement ●
Human Capital Development ●
Customer Relationship Management ●
Sustainable Supply Chain ●
Local Community Development ●
Diversity, Equity & Inclusion ●
Human Rights ●

G

MATERIAL TOPICS

E

S

● Climate Strategy
● Emissions & Energy Management
● Sustainable Buildings
● Water Management
● Waste Management
● Biodiversity

● High Priority   ● Medium Priority   ○ Low Priority

Our Strategic Framework

Bagmane Group, guided by our commitment to excellence, has developed a robust ESG framework encapsulating four strategic pillars - Environment, Social, Relationship, and Governance. Our overarching vision is to foster excellence by creating sustainable and thriving environments that contribute to a better tomorrow for all our stakeholders.

Environment

We are dedicated to minimizing our environmental footprint and promoting sustainable practices across our operations. Our goal is to implement initiatives that focus on energy efficiency, waste reduction, and the responsible use of natural resources.

Relationship

Building strong relationships with our stakeholders is at the core of our strategy. Engaging in open and transparent communication empowers us to foster trust and collaboration with employees, customers, suppliers, and the broader community.

Social

Our commitment to social responsibility is reflected in programs aimed at positively impacting the communities in which we operate. We invest in broadening access to education and healthcare and facilitating community development to enhance the well-being of our stakeholders.

Governance

Upholding the highest standards of corporate governance is non-negotiable for us. We adhere to ethical business practices, transparency, and accountability, ensuring that our operations align with legal and regulatory requirements.

EXCELLENCE

Environment
- Climate Resilience
- Eco-efficiency
- Sustainable Ecosystems

Social
- Occupational Health & Safety
- Diversity, Equity & Inclusion
- Human Capital Development

Relationship
- Occupational Health & Safety
- Diversity, Equity & Inclusion
- Human Capital Development

Governance
- Corporate Governance & Ethics
- Transparency & Reporting
- Business Continuity & Risk Management

04 Strategic Pillars
12 Focus Areas
22 KPIs
94 Targets

Our Achievements

Bagmane has earned notable awards and recognition for its commitment to excellence in construction quality and safety. The company received the 12th CIDC Vishwakarma Award for Best Construction Quality & Safety, showcasing its dedication to high standards in the industry.

Bagmane was honoured with the 5 Star Award and the Sword of Honour Award by the British Safety Council, highlighting its outstanding achievements in occupational health and safety. Asia pacific property awards in association with American standard for " Best commercial high-rise architecture". Bagmane group is focused on people first and emphases on global culture of health.

Five Star Occupational Health and Safety Audit – Five Stars –

Valid until 19 August 2023

★ ★ ★ ★ ★

This is to certify that

**Bagmane Developers Pvt. Ltd.
(Bagmane World Technology Centre)**

after an extensive evaluation by a British Safety Council
auditor, has been awarded a rating of Five Stars.

Peter McGettrick
Chair of The Board of Trustees

Mike Robinson
Chief Executive

Certificate number
IND-FSA/233790

Issue date
20/08/2022

BRITISH SAFETY COUNCIL
Because Experience Counts

British Safety Council (Company Limited by Guarantee) Registered in England and
Wales No. 4618713. Registered Charity No. 1097271 and OSCR No. SC037998.

Five Star Occupational Health and Safety Audit – Five Stars –

Valid until 24 August 2023

★ ★ ★ ★ ★

This is to certify that

**Bagmane Developers Pvt. Ltd.
(Bagmane Constellation Business Park)**

after an extensive evaluation by a British Safety Council
auditor, has been awarded a rating of Five Stars.

Peter McGettrick
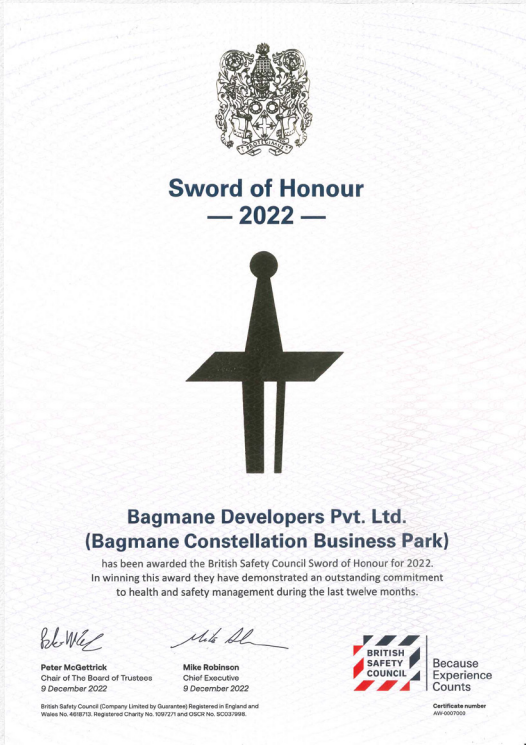Chair of The Board of Trustees

Mike Robinson
Chief Executive

Certificate number
IND-FSA/233759

Issue date
25/08/2022

BRITISH SAFETY COUNCIL
Because Experience Counts

British Safety Council (Company Limited by Guarantee) Registered in England and
Wales No. 4618713. Registered Charity No. 1097271 and OSCR No. SC037998.

Sword of Honour
— 2022 —

**Bagmane Developers Pvt. Ltd.
(Bagmane Constellation Business Park)**

has been awarded the British Safety Council Sword of Honour for 2022.
In winning this award they have demonstrated an outstanding commitment
to health and safety management during the last twelve months.

Peter McGettrick
Chair of The Board of Trustees
9 December 2022

Mike Robinson
Chief Executive
9 December 2022

BRITISH SAFETY COUNCIL
Because Experience Counts

British Safety Council (Company Limited by Guarantee) Registered in England and
Wales No. 4618713. Registered Charity No. 1097271 and OSCR No. SC037998.

Certificate number
AW-0007000

Sword of Honour
— 2022 —

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(Bagmane World Technology Centre)**

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Peter McGettrick
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9 December 2022

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Certificate number
AW-0007001

BRITISH SAFETY COUNCIL — Five Star Occupational Health and Safety Audit 2023

BRITISH SAFETY COUNCIL — Sword of Honour 2022 Winner

BRITISH SAFETY COUNCIL — Sword of Honour 2022

Environment

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Our efforts contribute to the following UN SDGs:

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7 AFFORDABLE AND CLEAN ENERGY

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

13 CLIMATE ACTION

Introduction

For us at Bagmane, the environmental pillar stands as a critical binding factor between ecological and sustainability aspects of our business operations. Our landscape is marked by the pressing challenges of climate change, water scarcity, and carbon emissions, which not only pose environmental threats but also global risks.

Our unwavering dedication to environmental stewardship is evident in our continuous efforts to enhance our practices, consistently pushing forward with the overarching goal of generating lasting value for all stakeholders.

We recognize the transformative impact our value creation can have on society and the planet, propelling us to responsibly navigate challenges. This involves identifying, mitigating, and reducing material risks through the development of comprehensive strategies across all aspects of our business operations.

Moreover, we strive for transparent and effective sustainable governance to implement these strategies. This approach ensures the delivery of optimal outcomes, allowing us to create long-term value for all stakeholders and make a positive impact on the environment and society.

Climate Energy and Emission Management

50%

Of total energy consumption is sourced from solar power plant.

Target

Increase the sourcing of renewable energy up to 80% in short-term and 100% in medium-long term

Target

Achieve 20% reduction in Scope 1 and Scope 2 emissions in medium-long term

At Bagmane, we are steadfast in our commitment to proactive energy and emission management, aiming to contribute to a sustainable planet and meet global and national targets. In navigating the challenges posed by climate change, we prioritize resilience in both physical and transition risks. This involves structural adaptability to extreme weather conditions, strategic project planning and updating our systems, procedures and policies to get aligned with evolving regulatory policies and practices.

Energy is an important resource for our operations. 50% of our total energy consumption is harnessed from solar facilities which are installed off-site with capacity 74 MW. by FY 2025

to ensure a more robust and resilient energy supply. We emphasize on the importance of identifying regions with optimal solar radiation and suitable land profiles for maximizing the efficiency and output of solar power plants.

Our direct energy consumption includes the usage of diesel while indirect energy consumption includes the grid-purchased electricity and renewable sources. In the post covid times, decrease in remote working and increase in work from office has led to a rise in energy consumption across our operations. We recognize the importance of effective energy control, not only for reducing our carbon footprint but also for cost-cutting, enhancing sustainability, and mitigating climate-related risks.

We are committed to implementing energy-efficient lighting solutions across our campuses, contributing to both environmental conservation and cost savings. we are in the process of adopting Science Based Targets Initiatives (SBTIs) with an aim for continual improvement year-on-year, working towards becoming net zero in the coming years.
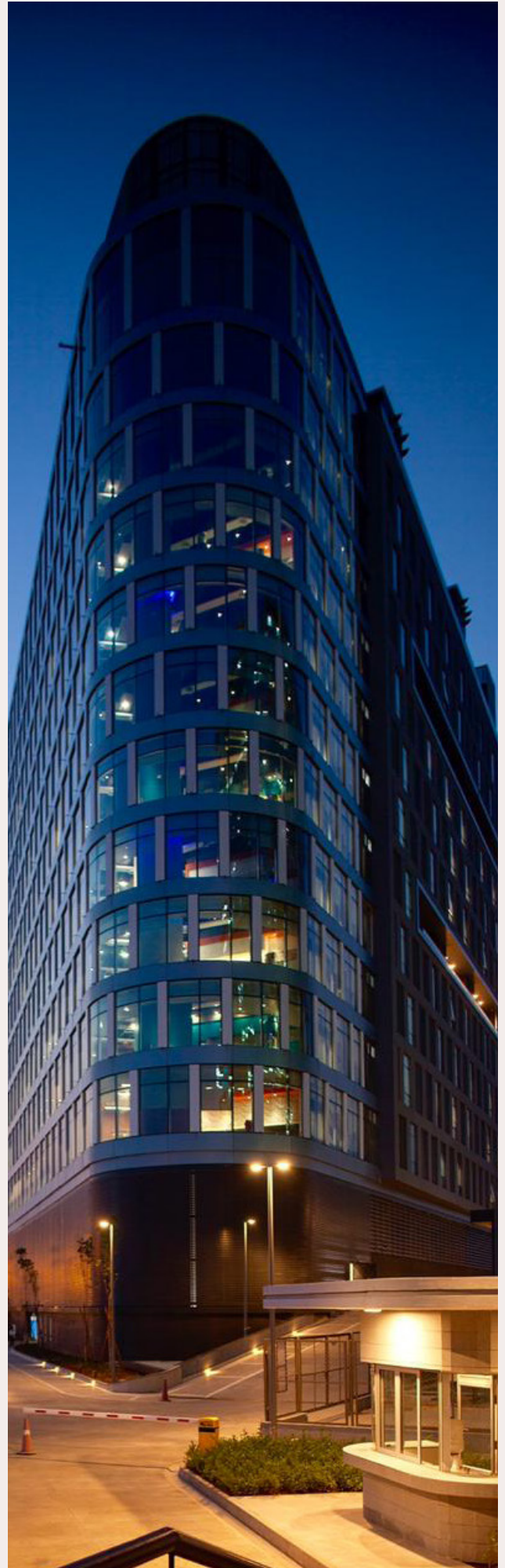
Total Direct Energy Consumption

S. No.	Tech Parks	Sources of Energy	Unit	FY 2022-23	FY 2021-22
1	Bagmane Constellation Business Park (BCBP)	Diesel	GJ	9,305	5,193
2	Bagmane Capital Tech Park (BCTP)		GJ	9,256	295.30
3	Bagmane Solarium City (BSOC)		GJ	12,710	3,740
4	Bagmane Tech Park (BTP)		GJ	6,746.75	13,361
5	Bagmane World Technology Centre (BWTC)		GJ	12,750	6,488
	Total Direct Energy Consumption		GJ	50,766	29,078

S. No.	Tech Parks	Sources of Energy	Unit	FY 2022-23	FY 2021-22
1	Bagmane Constellation Business Park (BCBP)	Purchased Electricity from GRID (non-renewable)	GJ	90,805	30,422
2	Bagmane Capital Tech Park (BCTP)		GJ	72,029	8,010
3	Bagmane Solarium City (BSOC)		GJ	30,577	3,399
4	Bagmane Tech Park (BTP)		GJ	1,52,085	21,285
5	Bagmane World Technology Centre (BWTC)		GJ	88,888	14,404
	Total Direct Energy Consumption			4,34,384	77,520

Total Scope 1 & 2 Emissions

GHG Emissions	Unit	FY 2022-23	FY 2021-22
Scope 1	tCO2e	3,784.27	2,167.55
Scope 2	tCO2e	86,394.19	39,439.40

*Note:
Scope 1 and Scope 2 emissions include diesel consumption and operational activities.
The emission factors for fuel used are based on IPCC.

Water Management

SDGs

6 CLEAN WATER AND SANITATION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We at Bagmane, recognise water as a precious resource vital for our business operations and global sustainability. With an increasing global demand for water and with increasing resource scarcity, our commitment to water stewardship becomes intrinsic to us and an integral part of our business operations.

We recognise the importance of efficiently utilising this precious resource and believe in the approach of managing this by reducing consumption wherever possible, recycling, reusing it to the maximum extent possible and minimising wastage. In FY 2023 we set an ambitious target of becoming water positive by FY 2030, demonstrating our commitment to responsible water management.

We are cognizant and practice responsible management through various initiatives such as recycling and reusing of treated water from Sewage Treatment Plants (STPs) for horticulture & washroom facilities and rainwater harvesting for sustainable landscaping & conserving freshwater resources in all tech parks. Water

based technologies such as Sequence Batch Reactor (SBR) and Membrane Bioreactor (MBR) is also used for horticulture.

Modern irrigation techniques, including the use of drip and sprinkler systems, promote efficient water use, ensuring the vitality of green spaces within our campuses. We conduct regular reviews of standard operating procedures, guidelines, and regulations to facilitate effective water management. System and process updates are ongoing to monitor water data and ensure compliance with state and central regulatory bodies.

Bagmane is zero liquid discharge company

Waste Management

Target
100% sites to have Zero Waste to Landfill status in medium-long term

SDGs

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

Waste management stands as a critical pillar in our pursuit of achieving eco-efficiency across Bagmane's operations. Our steadfast approach aims to significantly reduce the environmental impact by incorporating efficient waste management systems.

All our tech parks are working towards practising responsible waste management and our operations strictly adhere to the compliances, rules, and laws. We collaborated with BBMP, the municipal corporation of Bengaluru for waste segregation. All waste disposal, including used oil, municipal waste, batteries, and e-waste is done through authorised vendors. We have become plastic free campus in few of our tech parks and aim to achieve the same in all the campuses.

Our strategy for waste reduction involves recycling process in compliance with LEED certification standards. We use modern technology such as using organic waste converter for garden waste management and employing composting process for urban farming. We also aim to attain Single Use Plastic Free Certification in short term.

During FY 2023, we are focused towards implementing comprehensive waste management policy & guidelines across our tech parks. An external baseline assessment for waste generation and site analysis, aligned with waste management plan specifications, is planning. Additionally, we have a medium-term target of achieving zero waste to landfill in across all our operations. Simultaneously, we are updating our current training module on awareness on waste management for all our employees to strengthen our commitment towards responsible waste management.

Biodiversity

At Bagmane, our commitment to low impact on biodiversity can be seen in our concrete actions. We have made efforts of adopting 150 native trees from Bangalore Metro Rail Corporation Limited (BMRCL) and are nurturing these trees for creating and contributing towards maintaining ecological balance. Our initiatives focus on maintaining 30-40% green spaces across all our campuses, using organic fertilizers, planting indigenous trees, and adopting an eco-friendly approach and measures to preserve biodiversity in all upcoming projects.

We have converted barren land of median area in to Miyawaki forest with indigenous trees (33 Mahogany plants) at Bagmane Tech Park (BTP). Additionally, a variety of indigenous plants such as Thespesia Populnea, Millingtonia Hortensis, Dalbergia Sissoo, Terminelia Catappa, Melia Azadhirecta/Azadirecta Indica, Legerstromia Flos Reginae, Cassia Fistula, Dillenia Indica, Michelia Champaka, Anthocephalus Cadamba, Tectona Grandis, Phoenix Sylvestris, Filicium Decipiens, Erythrina Indica, Barringtonia Aseatica, Bauhinia Alba, Ficus Religiosa, Nyctanthes Arbor-Tristis, Putranjiva Roxburghii, Polyalthia Longifolia, and Ficus Bengalensis have been planted across all the tech parks within Bagmane.

We also enhance the survival rate of our plantations through the use of burlapping technique and Jeevanmrutha treatment. Burlapping involves preparing a tree, shrub, or other plant for transplanting by keeping its roots covered with a soil ball, which is then wrapped in canvas or burlap. This technique, rooted in ancient practices, is employed to rescue trees that are at risk of being cut down, removed, or damaged due to various reasons. Jeevamrutha is a natural liquid fertilizer comprising a blend of water, cow dung (in the form of manure), cow urine, and mud sourced from the same area where the manure will be used. To accelerate the growth of microbes, food such as jaggery or flour is added. This fertilizer contains beneficial microorganisms that enhance soil fertility, transforming ordinary soil into nutrient-rich, healthy soil, thereby promoting faster plant growth.

Sustainable Buildings

Target
Achieve LEED Platinum certificates in all our campuses

SDGs

At Bagmane, we aim to boost our environmental responsibility by aligning with practices that enhance the life cycle of our buildings. This commitment spans from the initial planning and design stages through construction, operations, maintenance, renovations, and eventual demolition. To achieve this, we've implemented the Building Management System (BMS) across all campuses. The BMS plays a pivotal role in optimizing energy consumption, enabling centralized control, and enhancing overall facility operations.

Our five existing buildings (BCBP, BCTP, BSOC, BTP and BWTC) are LEED Gold certified. We strive to create spaces that reduce pollution and prioritising healthy and comfortable space, along with efficient use of space by constructing buildings in harmony with

nature buildings. In addition, we plan to certify ourselves for energy standards and on-site renewable energy generation.

In our design processes, we prioritize sustainability by incorporating recycled and refurbished materials, continuously exploring alternatives to traditional materials. Our commitment to inclusivity is reflected in designs complying with "The Rights of Persons with Disabilities (RPWD) Act, 2016," featuring ramps and elevators.

Our buildings are designed to maximize the efficient use of natural light and energy. Bagmane's sustainable building practices embody our dedication to creating spaces that not only meet high environmental standards but also contribute to the well-being of occupants and the broader community.

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Our efforts contribute to the following UN SDGs:

8 DECENT WORK AND ECONOMIC GROWTH

5 GENDER EQUALITY

4 QUALITY EDUCATION

3 GOOD HEALTH AND WELL-BEING

Introduction

In the Real Estate Sector, the social dimension of Sustainability goes beyond business perspectives like construction and sales, but it also encompasses the well-being of employees, the inclusivity of workplace culture, the engagement with local communities, and the maintenance of high ethical standards throughout all business practices. These elements are not only integral to a socially responsible business model but also to the sustainability and longevity of a company in the competitive market landscape.

For Bagmane Developers, this is not just a matter of compliance, but a core ethos that defines our brand, our working environment, and our community initiatives. We strive to foster an environment that prioritizes human capital, nurtures diversity, and upholds the dignity of all individuals affected by our operations.

Occupational Health and Safety —

We are deeply committed to the highest standards of occupational health and safety (OHS). OHS is fundamental to our values as an organisation and it protects our people and stakeholders, while reflecting our commitment to sustainable development goals.

We are ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certified, in-line with global standards. The British Safety Council has also awarded us with a 5-Star rating for our safety culture. We also have mandatory EHS trainings for contractors and comprehensive safety modules for employees. We have wellness zone of 11530 sq mt. for yoga, outdoor gym, calisthenics, Indoor sports pavilion, play field and jogging track in Solarium Tech Park.

We also aim to establish an online platform for incident reporting within the next three years. This will not only streamline the reporting process but also lead to increased transparency and accountability. We have also set a target of achieving a Lost Time Injury Frequency Rate (LTIFR) of zero. This redefines our approach to workplace incidents, and absolutely zero tolerance towards workplace injuries, apart from our other proactive measures to ensure employee welfare.

To further strengthen our EHS framework, we are working on an integrated comprehensive Safety Management System that aligns with the best international standards and practices. In the next three to five years, our target is to have zero incidents across all our operations.

We understand that this journey is continuous and requires concerted effort at every level of the organization. Our focus is on preventive strategies, robust risk assessments, and fostering a safety-centric mindset among all employees. Open air theatres, event spaces, large play areas for team building and also some endeavours, we aim to uphold the highest standards for occupational health and safety, reflecting our commitment to safeguarding our most valuable asset — our people.

Diversity, Equity, and Inclusion (DEI)

Our people lie at the centre of all operations, and at Bagmane Developers, we recognize that the importance of Diversity, Equity, and Inclusion (DEI). DEI reflects our company's values, and all allied initiatives are crucial for driving informed decision-making, fostering innovation, and tapping into a rich, diverse talent pool — all vital for success in a multifaceted global market.

We have a DEI strategy in place, wherein our short-term DEI objectives focus on setting and achieving a diversity ratio where women constitute 10% of our total workforce. Persons with Disabilities (PwDs) also form a part of our team at multiple levels.

We also aim towards conducting periodic DEI workshops and training sessions across all management levels, ensuring that all surrounding principles are ingrained in our leadership's decision-making process.

We are also carrying out an analysis of gender pay gaps to enable equitable compensation across the organization. This helps us better facilitate our DEI efforts.

Looking toward the horizon, we aim to expand the diversity ratio of women in our workforce to 15%. At Bagmane Developers, we are resolute in our ambition to not just close the DEI gaps but to pioneer a culture where diversity, equity, and inclusion are interwoven into the very fabric of our organizational ethos.

Human Capital Development

Human capital is critical across all our operations and process and we at Bagmane Developers are cognizant of our reliance on specialized knowledge and skills for everything from project management to sustainable design. Investing in employee growth translates to improved performance, innovation, and stronger alignment with industry best practices. This focus on talent management is essential for us to adapt to the ever-evolving market demands and technological advancements.

Total workforce including permanent & contractual employees

Sl No	Campus Name	Male Employees	Female Employees	Total
1	BTP	515	122	637
2	BWTC	499	116	615
3	BCBP	421	101	522
4	BSOC	255	44	299
5	Capital	321	58	370
	Total	2002	441	2443
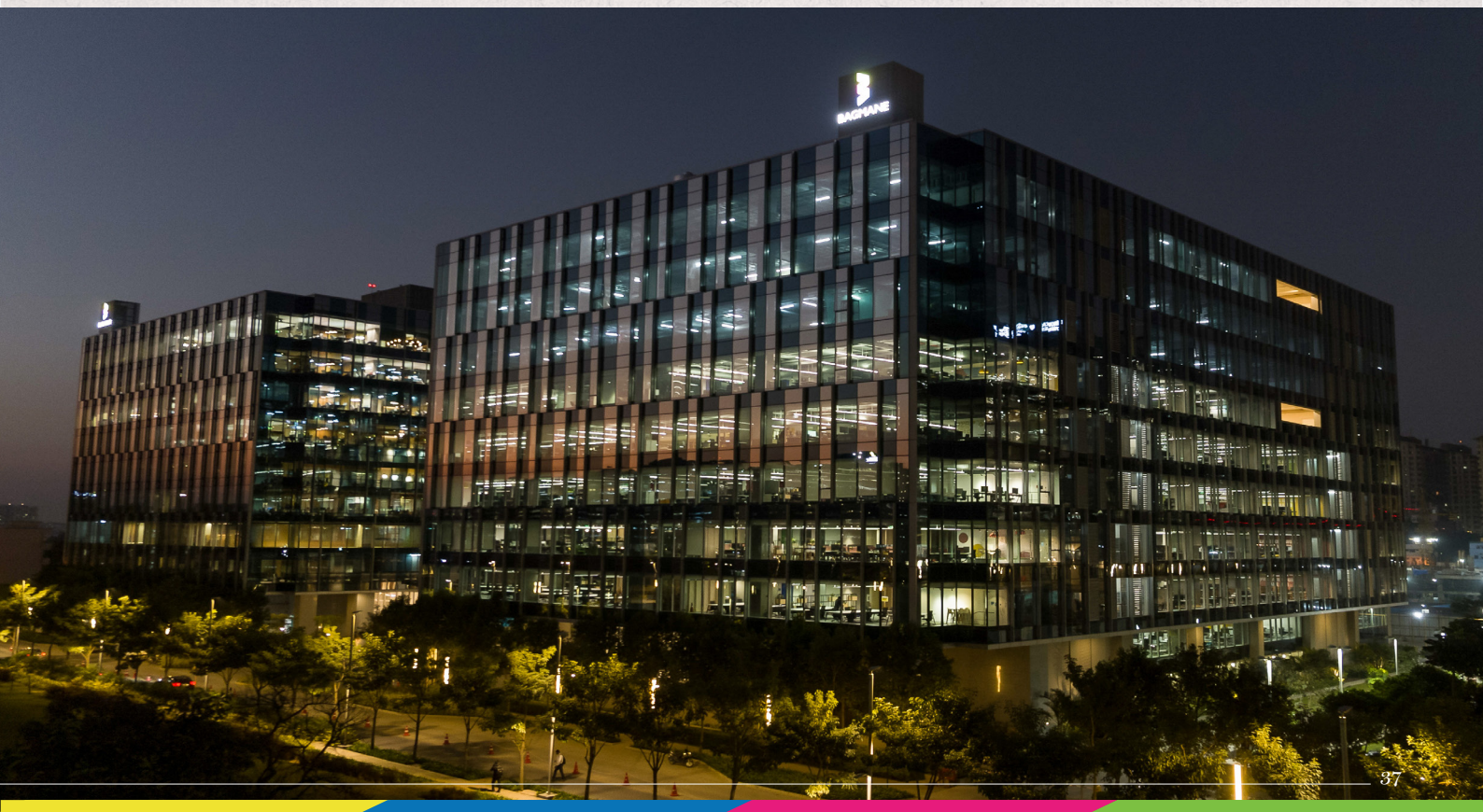
Our commitment to Human Capital Development is reflected in our objectives, where we aim to implement a standard of 40 hours of training per annum for each Full-Time Equivalent (FTE) employee. This initiative is designed to ensure that every member of our workforce is not only competent but also updated regarding all latest industry developments and best practices. We recognize that talent development is a two-way street and have instituted a comprehensive skills assessment for all employees to precisely identify and address individual and organizational training needs, for senior, middle, and junior management tiers as well, keeping leadership development in mind.

We aim towards achieving a 100% participation rate in quarterly activities, through an innovative feedback mechanism, dedicated to measuring employee satisfaction, alongside an employee recognition program that celebrates the achievements and contributions of our valued staff. Following through, we have developed a comprehensive employee benefits package, which, with our recognition program, works towards employees' well-being and professional fulfilment.

Our long-term strategy is to work towards the implementation of a structured onboarding program, with a 100% completion rate, ensuring that new hires are seamlessly integrated into our culture and operations from the onset.

Apart from this, we also aim to establish an annual employee engagement survey with a 95% participation rate, apart from the target of achieving an 95% employee retention rate. This helps us work towards our commitment to make Bagmane Developers a workplace with the best talent.

Bagmane group is focused on people first and emphases on global culture of health.

At Bagmane Developers, we firmly believe that our employees are the bedrock of our success. By investing in their development, satisfaction, and retention, we are not just nurturing our human capital but also reinforcing the foundations of our sustained market leadership. Our Sustainability report reflects our dedication towards our people, and the creation of an environment success is a continuous journey with talent, innovation and collaborative efforts.

BAGMANE
KYOTO
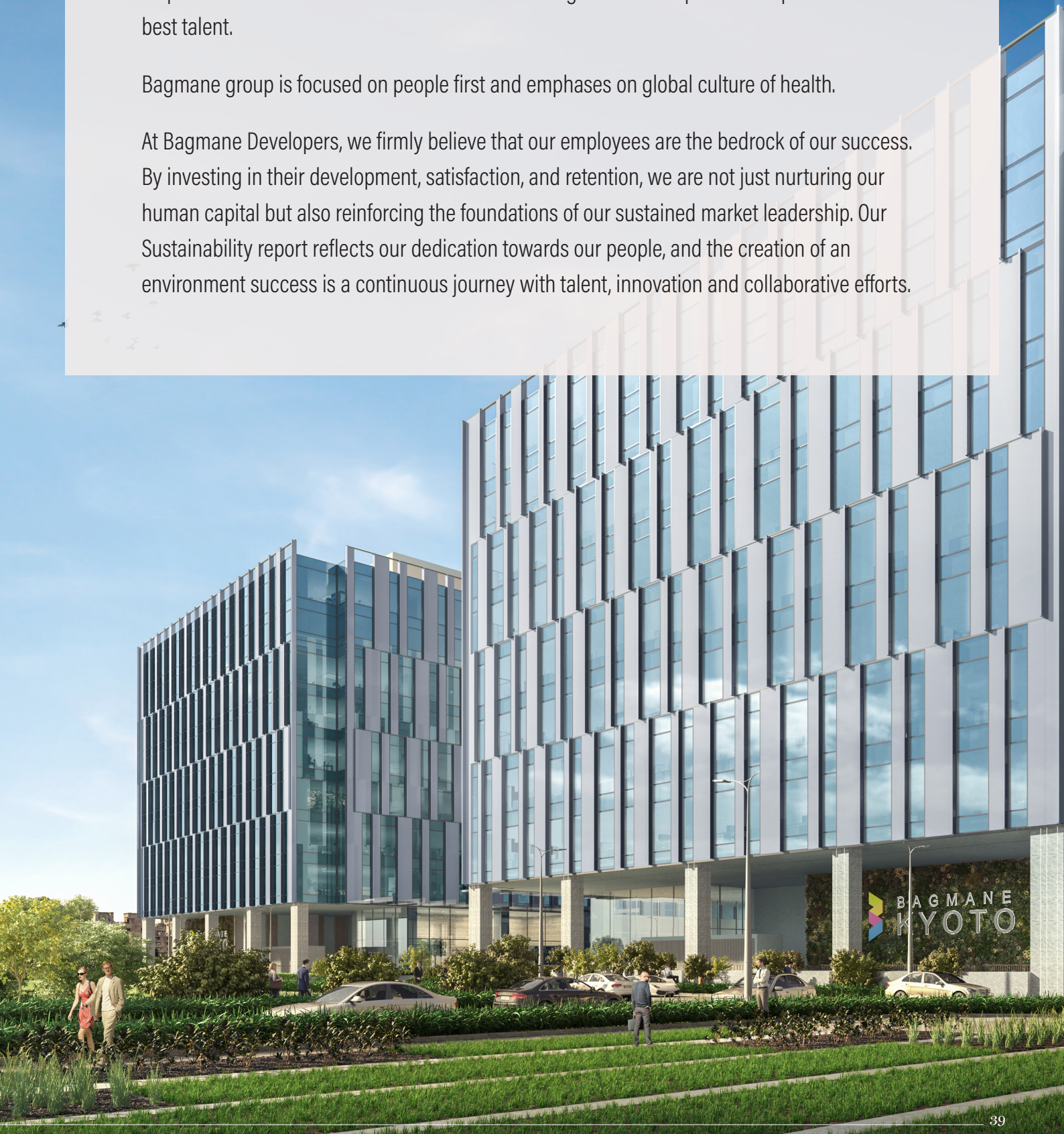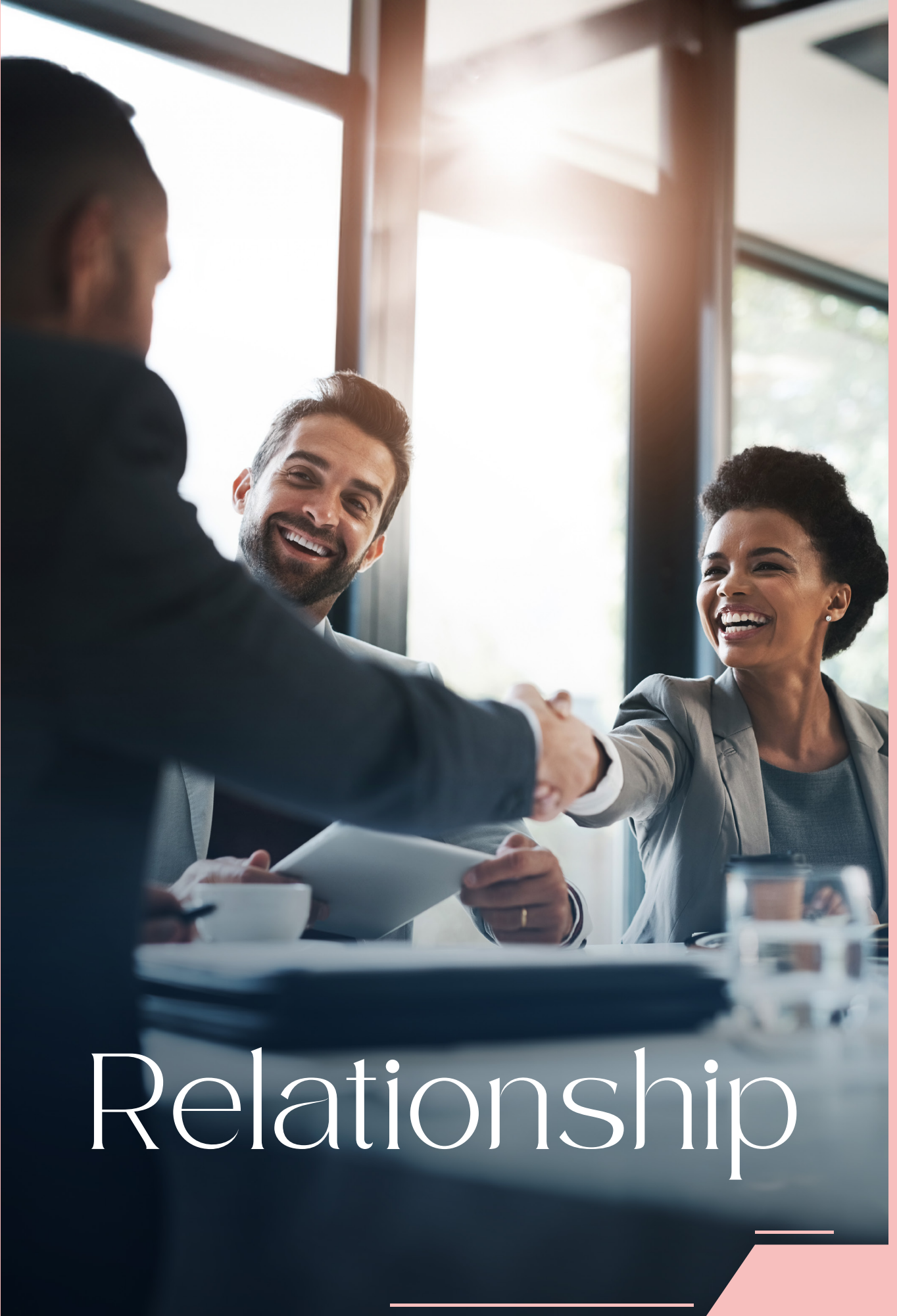
Relationship

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Our efforts contribute to the following UN SDGs:

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

5 GENDER EQUALITY

3 GOOD HEALTH AND WELL-BEING

Introduction

In the world of real estate, building strong and fair relationships with everyone we work, is key to doing well. This includes ensuring a solid supply chain, respecting human rights, and making sure that communication is inclusive of everyone, from suppliers to customers.

At Bagmane Developers, these relationships are more than just business deals—they showcase our dedication towards doing the right thing and creating positive impact. We understand that a robust, responsible supply chain is vital to our operational integrity and competitive advantage. Our phased approach to enhancing our supply chain management under the ESG framework is designed to be transformative—driving innovation, efficiency, and resilience. We are committed to being at the vanguard of sustainable development within the real estate sector, where every link in our supply chain resonates with our core values and ambition for a greener tomorrow.

Supply Chain Management

As Bagmane Developers strides towards a sustainable future, we are sharpening embedding ESG principles within our supply chain operations our focus on. As part of the vendor/supplier onboarding process, there is a robust framework in place comprising of a vendor declaration process, screening prequalification process and vendor evaluation process which is guided by our supplier code of conduct.

We are committed to enhancing this process by incorporating a comprehensive ESG-based screening mechanism. This strategic move aligns with our goal of ensuring that all our suppliers uphold environmental stewardship, social responsibility, and ethical governance principles.

Our immediate objectives are to enforce ESG-based screening for all new suppliers and ensuring that our partners' values align with our sustainability commitments. Our ESG Focus extends over compliance, it's about fostering a network of partnerships that share our dedication to environmental stewardship, social responsibility, and ethical governance.

Our target is to achieve 70% of procurement locally for all our materials, which in turn will not only boost regional and national economy but thereby reducing the environmental footprint by long-distance transportation. We are also championing green procurement practices across our supply chain, actively encouraging, and enabling our suppliers to embrace more sustainable operations.

Looking ahead, Bagmane Developers is committed to achieving 100% supplier compliance with our procurement policy. This long-term ambition reflects our dedication to a fully integrated, sustainable supply chain management system. In alignment with the same, we also plan to extend our ESG screening to encompass all suppliers. Our ESG Framework in itself is designed to be transformative—driving innovation, efficiency,and resilience.

Our targets are set higher as we aim to increase the use of locally sourced materials to at least 100% (in long term) throughout our supply chain. This concerted effort will further diminish our carbon footprint, bolster local industries, and ensure that our business growth contributes positively to the ecological and social fabric of the regions where we operate.

Integrated Relationship Management

Employee/Customer-Centric ESG Integration at Bagmane Developers

We understand that the heart of our business lies in the satisfaction of our employees and customers, which is why we are integrating ESG principles into the core of our relationship management. To swiftly address grievances and enhance satisfaction, we have set an ambitious target to achieve a 48-hour average resolution time for any concerns/grievance raised. This is part of our broader aim to cultivate a responsive and empathetic environment where feedback is not just heard but acted upon expeditiously.

We are also committed to ensuring that at least 90% of our employees are active participants in our ESG initiatives within the first year. By doing so, we aim to build a workforce that is not only aware of but also engaged in our sustainability efforts. Simultaneously, we are in the process of developing and implementing a customer satisfaction policy that will set the foundation for measuring and improving our service standards, with an initial goal to achieve a CSAT score of at least 4 within the first year.

We are also targeting a Net Promoter Score (NPS) of 50 within the next two years, reflecting our dedication to build strong and lasting relationships with our clients. To ensure comprehensive feedback, our CSAT and NPS surveys will be conducted with an 80% participation rate, guaranteeing a wide array of insights to inform our strategies.

Following up on the same, we at Bagmane Developers, are determined to achieve a customer satisfaction or a CSAT score of 5 within three years. Thereby demonstrating our unwavering commitment to our clients. Alongside this, we aim to elevate our NPS to 50+, symbolizing the trust and loyalty of our customers and their advocacy for our brand.

We will strive for a 100% participation rate in CSAT and NPS surveys, ensuring an inclusive and representative understanding of our stakeholders' perceptions. This target reflects our holistic approach to ESG integration, where environmental stewardship, social responsibility, and strong governance are not just business imperatives but also key drivers of satisfaction for all our stakeholders.

CSR Highlights and Achievements

We have actively engaged in multiple CSR initiatives which help us contribute towards community development and environmental stewardship:

Total CSR Spends for FY23 - 14.6 Cr

Healthcare Support:

Contributed significant resources, including ICU equipment to Maha Veer Jain Hospital, to bolster healthcare services.

Educational Advancement

Donated INR 1.33 Crore in 2022 to JITO NGO, fostering the education of young minds, specifically in civil services, and invested around INR 10,00,000 in the enhancement of government school infrastructure.

Community Wellbeing

- Improved police station environments by providing ergonomic workstations and constructing a temple to promote mental well-being.
- Undertook the cleaning of the Lake in BTP, improving local ambiance and reducing health hazards.
- Supported the BBMP with silt removal from nalas, preventing monsoon flooding and ensuring free sewage flow.

Sanitation and Environmental Cleanliness

workers and conducted Swachh Bharat Mission programs across our campuses.
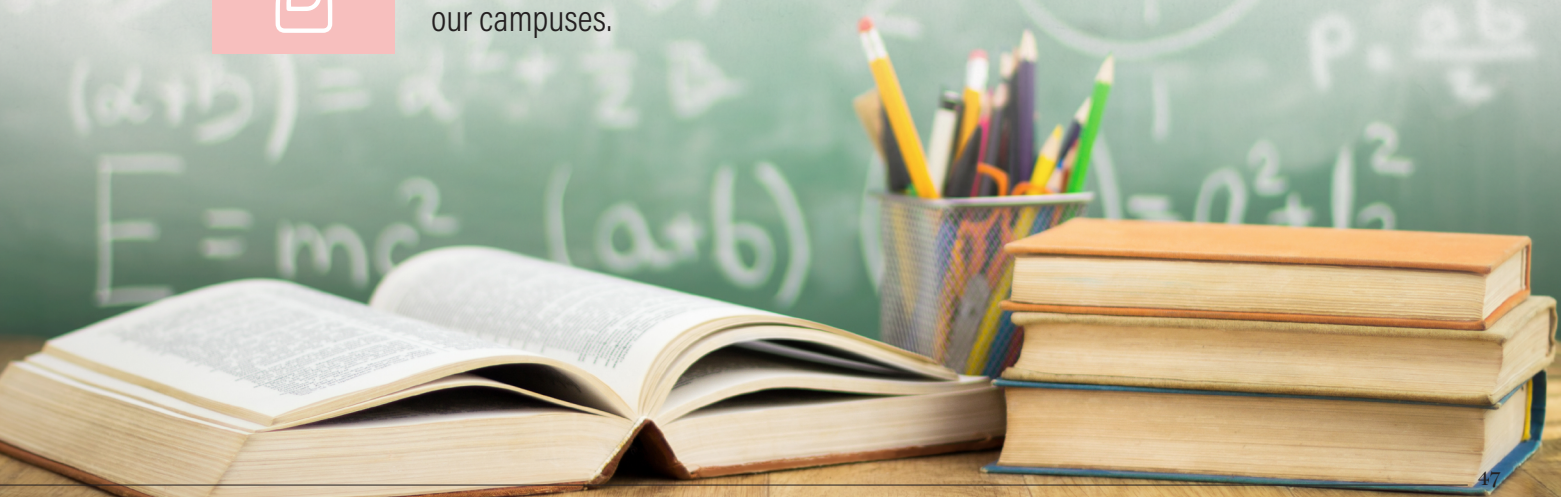
Fiscal Contributions to CSR

- The cumulative expenditure on health projects during the pandemic amounted to 2.42 Crore, illustrating our financial commitment to urgent societal needs.

- A substantial donation of INR 5 Crore in 2021 supported school upgrades and children's education, benefiting 500 underprivileged children.

Strategic CSR Commitments and Future Objectives

- **Policy and Governance:** We have initiated a CSR committee to develop policies that adhere to international human rights frameworks and encompass a broader spectrum of social responsibilities.

- **Community Engagement:** With annual needs assessments, we intend to ensure our CSR endeavours are aligned with the community's requirements. We aim for a 5% improvement year over year in our community engagement index.

- **Employee Participation:** By fostering a strong culture of volunteering, we aim to increase employee participation in CSR activities. Our goal is to witness our employees actively contribute to our CSR initiatives, demonstrating our collective commitment to positive societal impact.

- **Transparency and Reporting:** Committed to transparency, we will publish bi-annual CSR reports and conduct third-party audits to measure our impact and uphold our social accountability.
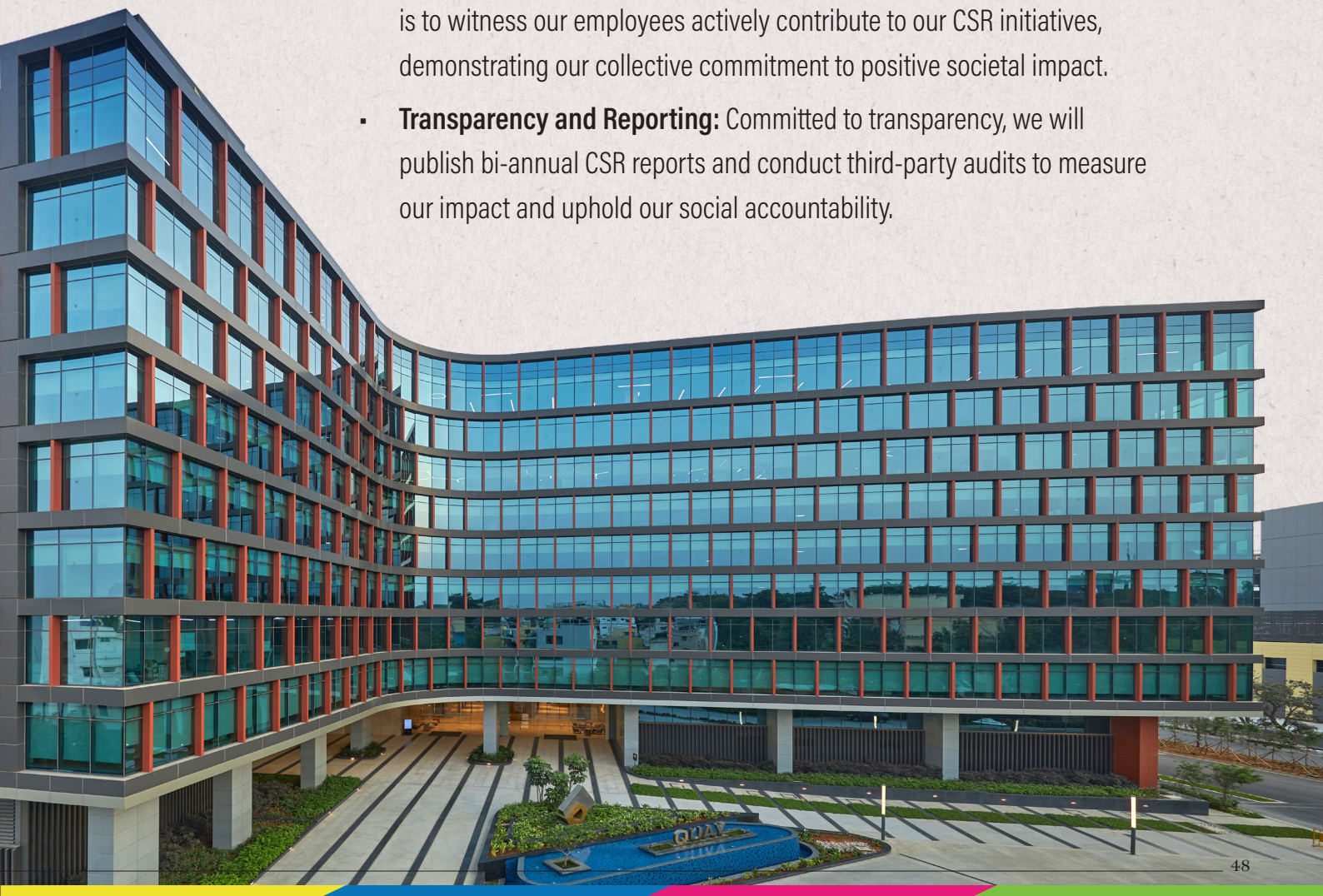
Community Engagement through CSR Activities at Bagmane Developers

At the core of Bagmane Developers' corporate conscience is a commitment to enriching our communities. Our CSR strategy is designed to be both proactive and participative.

Central to our community outreach will be the annual community needs assessment survey,

ensuring our CSR efforts are both relevant and impactful. By establishing strategic partnerships with local NGOs, hospitals, or community organizations, we will amplify our reach and deepen our impact. These alliances will be pivotal in addressing the specific needs identified through our surveys, fostering a collaborative approach to community development.

A vital measure of our success will be employee involvement. We aim to achieve significant participation rates in community service and volunteering activities, recognizing that our employees are the ambassadors of our CSR ethos. This participation rate is not just a number — it's a reflection of our shared values and collective commitment to driving positive change. In our long-term vision, we aspire to develop a robust community engagement index. This will serve as a benchmark for our CSR performance, with the goal of continuous 5% year-over-year improvement.

Further enhancing transparency and accountability we will engage in at least one third-party CSR audit, ensuring our actions align with the highest standards of social responsibility. We are dedicated to building and nurturing sustainable communities through thoughtful, targeted CSR initiatives. Our commitment goes beyond philanthropy; it is an integral part of our business model and a key driver of our organizational identity.

CSR Activity for the FY 22-23

Name of the Society	Purpose	Amount
Janaseva Trust	Charitable Trust	4,50,00,000.00
Dr Brijmohan Sapoot Kala Sanskriti Sewa Sansthan	Charitable Trust	2,00,00,000.00
Trident Energy Solutions	Welfare activity	51,02,393.00
Tejas Enterprises	Welfare activity	21,11,000.00
Shanvika Tech PRO	Welfare activity	14,15,000.00
Total Computer Solutions	Welfare activity	14,15,000.00
Reliance Distributors	Welfare activity	13,60,000.00
HEERA FOUNDATION	Welfare activity	10,00,000.00
SUBRAT'S COMPUTER	Welfare activity	8,10,000.00
JITO ADMINISTRATIVE TRAINING FOUNDATION	Education	1,33,48,281.00
Awas Nivas Foundation	Charitable Trust	75,00,000.00
Shree Sambhavnath Jain Trust (Bisalpur)	Charitable Trust	2,00,00,000.00
Sri Rajasthan Jain Swetamber Murti Pujak Sangh	Charitable Trust	1,00,00,000.00
Smt Rupawanti Harishchandra Jin Welfare Foundation	Charitable Trust	50,00,000.00
Sri KSM Jain Sangh Trust	Charitable Trust	50,00,000.00
Amrutha Shishu Nivasa	Charitable Trust	50,00,000.00
Uma Automotives	Welfare activity	10,00,000.00
Total		**14,50,61,674.00**

Human Rights at Bagmane

At Bagmane Developers, we recognize the importance of Human Rights and its impact on each employee, staff member and associated community member with our organization. In alignment with this recognition, we have formulated a standalone Human Rights policy. This policy will be aligned with global frameworks and declarations from the United Nations Global Compact (UNGC), the United Nations (UN), and the International Labour Organization (ILO), ensuring our practices are in-line with international standards.

Furthermore, we are in the process of establishing a robust human rights grievance redressal mechanism. This will include a dedicated hotline for the self-reporting of non-compliance issues, providing a clear, confidential, and secure channel for stakeholders to voice concerns regarding human rights practices within our operations.

In the long term, we aim to conduct thorough human rights due diligence across all operational facilities to ensure that our commitments are not just theoretical but are implemented in practice. Through this due diligence process, we aim to identify, prevent, mitigate, and account for how we address our impacts on human rights.

The ultimate goal is to record 'Zero Human Rights Violations' on an annual basis. We aspire to set an industry benchmark where human rights are not only respected but actively protected across all facets of our business. To achieve this, we will engage in ongoing monitoring, training, and improvement of our practices to ensure they are effective and impactful.

Our pledge to human rights is integral to our corporate identity and is the compass by which we navigate our growth and operational endeavours. Through transparent policies, active engagement, and rigorous oversight, we will strive to not only meet but exceed our human rights obligations, ensuring Bagmane Developers is synonymous with a culture of respect, dignity, and ethical practice.

Governance

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Our efforts contribute to the following UN SDGs:

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Corporate Governance and Ethics

Our organization places a central focus on corporate governance, which forms the core of our business operations. Our primary objective is to fortify our governance structure, ensuring that our business conducts itself ethically and consistently serves the best interests of all stakeholders. We've embedded a culture of honesty, transparency, and ethical behavior throughout our organization, with the aim of creating enduring value for our stakeholders. This commitment to operating with the highest governance standards is upheld by our employees, leadership team, and business partners, all of whom contribute collectively in building a responsible corporate entity.

While we aspire to instill responsible practices throughout our value chain, our priority is to continually enhance our corporate governance, recognizing it as the bedrock of our sustained success. We've established governing bodies equipped with robust processes and policies, enforcing strict compliance with our framework.

Corporate Communication

Statutory compliance, reporting and assurance

Board and committees

Policies

Business continuity and risk management

Data privacy and security

Corporate Governance Framework

Our governance structure includes twelve committees overseen by the Manager's Board of Directors.

Accounts and Finance
Responsible for budgeting, financial reporting, and maintaining financial compliance, contributing to the overall fiscal health

Contracts
Manages the drafting, review, and execution of various legal agreements related to property transactions.

Project Quality & Safety
Oversees the implementation of quality control measures, conducts inspections, and establishes protocols to gaurantee the durability of the built structures

Human Resource
Responsible for managing personnel related functions and ensuring the effective development and utilization of the organization's workforce.

Legal and Liasoning
Crucial for navigating complex legal frameworks, overseeing property transactions, resolving disputes, and ensuring compliance

Facilities & Propert Management
Oversees the operational aspects of properties, ensuring they are well-maintained, efficient, and meet the needs of tenants or occupants

REIT
Crucial for navigating complex legal frameworks, overseeing property transactions, resolving disputes, and ensuring compliance

Horticulture
Responsible for cultivating and managing gardens, landscapes and green spaces associated with properties

Marketing
Responsible for promoting properties, building brand awareness, and attracting potential buyers or tenants

Design and Architecture
This team collaborates on architectural plans, interior layouts, and overall design aesthetics to create spaces that align with market demands and client preferences

Projects MEP
Responsible for overseeing the design, installation, and maintenance of the mechanical, electrical, and plumbing systems

Green energy and solar
Responsible for the integration of green energy and solar technologies into propert development

ESG Focused Governance

We are taking decisive strides in establishing a robust foundation for Environmental, Social, and Governance (ESG) within the organization. Recognizing the integral role of ESG principles in shaping responsible business practices, we are instituting a dedicated committee focused on ESG-related agendas. The committee will convene quarterly to deliberate on key ESG matters, ensuring a systematic and proactive approach to addressing environmental impact, social responsibility, and governance issues.

Accounts & Finance	Legal & Liasoning	Marketing	Facilities & Property Management
Contracts	Design & Architecture	Marketing Project Quality & Safety	REIT
Projects MEP	Human Resources	Horticulture	Green Energy & Solar

▼

Execution Team

▼

Sustainability Committee (Senior Management)

The Senior Management Committee will act as the apex committee providing leadership on the organization's sustainability agenda and future goals

▼

Sustainability Steering Committee

The ESG Steering Committee will work on sustainability goal-setting and steer the sustainability agenda of the organization

▼

ESG working groups

The Working Group will be primarily responsible for the implementation of the ESG initiatives, monitoring its progress, tracking the relevant data and KPIs, etc.

At Bagmane, our commitment to sustainability is reinforced through a structured governance framework. The Senior Management Committee serves as the apex body, providing crucial leadership for the organization's sustainability agenda and future goals. Collaboratively, the ESG Steering Committee assumes the responsibility of setting sustainability goals and guiding the overall agenda. To ensure the effective implementation, monitoring, and progress tracking of our ESG initiatives, we have established ESG Working Groups. These groups play a pivotal role in translating our sustainability aspirations into actionable steps, meticulously monitoring progress, and tracking relevant data and key performance indicators (KPIs). This tiered approach within our sustainability governance structure exemplifies our dedication to integrating sustainable practices at every level of our organizational strategy and operations.

Bagmane's Policies

Our governance is steered by a comprehensive suite of compliance policies crafted to ensure stringent adherence to the regulatory framework of Real Estate Investment Trusts (REITs), Global reporting and rating frameworks, safeguarding the interests of our unit holders. The various committees overseeing our company's governance have adopted a range of well-defined policies, formulated to align with our values, business objectives, and external regulatory requirements.

Key policies include:

Policy	Description
Code of Conduct	The Code of Conduct is a comprehensive document that delineates the highest standards of corporate ethics. Encompassing areas such as employee accountability, conflict of interest, asset usage, confidentiality, and general conduct standards for senior management, the code reflects our commitment to fostering a workplace rooted in fairness, equality, and integrity. It explicitly addresses critical aspects such as anti-bribery, anti-corruption, zero tolerance for misconduct, diversity, and the prohibition of child labor, reinforcing our dedication to responsible and inclusive business practices.
Whistle Blower Policy	Whistleblower Policy to provide employees with a mechanism to address concerns. Complementing this, the company has integrated a Grievance Mechanism Policy into its Code of Conduct, outlining principles and standards that govern ethical actions and behavior.
Anti-Corruption Policy	An anti-corruption policy is a set of guidelines and procedures aimed at preventing, detecting, and addressing corrupt practices within the organization. It outlines the company's commitment to conducting business ethically and transparently, prohibits bribery and other forms of corruption, and establishes mechanisms for reporting suspected instances of corruption. This policy serves to uphold the company's integrity, reputation, and legal compliance while promoting a culture of honesty, accountability, and fair dealings in all business activities.

Anti-Bribery Policy	The Anti-Bribery Policy is designed to ensure that all stakeholders, including employees, directors, vendors, and clients, conduct business ethically and comply with the Policy and anti-corruption laws. The policy extends to encompass all business partners, such as suppliers, distributors, contractors, intermediaries, consultants, agents, and third parties acting on behalf of Bagmane, as well as government officers and employees at various levels of government departments.
Sexual Harassment Policy	We are dedicated to fostering a safe workplace that is free from discrimination and harassment, including sexual harassment. We uphold a zero-tolerance policy against any form of sexual harassment, treating all incidents seriously and ensuring prompt investigation of allegations. To address such concerns, a "Complaints Committee" has been established by the management team to thoroughly investigate and address any complaints of sexual harassment in the workplace.
CSR Policy	We have a well-designed policy that reflects our philosophy and commitment to create inclusive and holistic growth for our stakeholders and the social ecosystem in which we operate. The policy defines the practices and guidelines for programs to foster social welfare and community development.
Communication, Stakeholder Consultation and Participation Policy	Our Communication, Stakeholder Consultation, and Participation Policy aims to establish clear procedures for fostering effective communication, both internally and externally, and for facilitating meaningful consultation and participation in our Integrated Management System.
IMS Manual Comptenence and Capability (Including Behaviours)	The objective of this Standard Operating Procedure is to guarantee that every employee, regardless of their position, and any individual under our control engaged in tasks that may influence our Integrated Management System (IMS), possesses the requisite competence derived from suitable education, training, or experience.
Human Rights Policy	A human rights policy is a formal statement or document adopted by an organization, business, or government to assert its commitment to respecting and promoting human rights. This policy outlines the principles and standards that the entity adheres to in its operations, interactions, and decision-making processes, ensuring that it conducts itself in a manner that respects the fundamental rights and dignity of all individuals.

Data Privacy and security

In the era of rapid technological advancement, data has emerged as a highly prized asset for businesses. Even within the construction sector, digital solutions and remote access systems are being integrated. Consequently, we bear a significant responsibility to guarantee the privacy and security of data across our assets, aiming to prevent any breaches. We plan to employ robust technological measures to fortify our systems against potential threats like hacking and phishing scams, among others. Additionally, we conduct regular system evaluations to proactively prevent cyberattacks and data breaches.

Statutory compliance

We are firm in our commitment to conducting business with the highest ethical standards and strict adherence to the law. We consistently strive to maintain transparency in our regulatory compliance processes, fostering trust among our stakeholders. In addition to complying with all relevant regulatory requirements, we have crafted and put into action a range of corporate policies that go beyond legal mandates. These policies are designed to promote a culture of ethical business by providing clear guidelines and standards.

Environmental Compliance

We prioritize key environmental compliances, encompassing obtaining "Consent to Establish" and "Consent to Operate" under air, water, hazardous waste, e-waste, and battery waste regulations. Additionally, we diligently submit periodic filings to Pollution Control Boards, demonstrating our commitment to stringent environmental standards and responsible business practices.

Our properties proudly hold certifications for key management systems, including ISO 9001, 14001, and 45001, Throughout the reporting year, we maintained a commendable track record, with no instances of fines or non-compliance concerning environmental regulations.

Socio-Economic Compliance

At Bagmane Group, we adhere comprehensively to socio-economic regulations governing employee and contract worker benefits, encompassing aspects such as wages, minimum wage, overtime, maternity benefits, and more. Regular audits are conducted to meticulously verify compliance throughout the organization. Notably, in the reporting period, we have maintained a flawless record, with no instances of fines or monetary sanctions arising from non-compliance with socio-economic laws or regulations, affirming our commitment to ethical and responsible business practices.
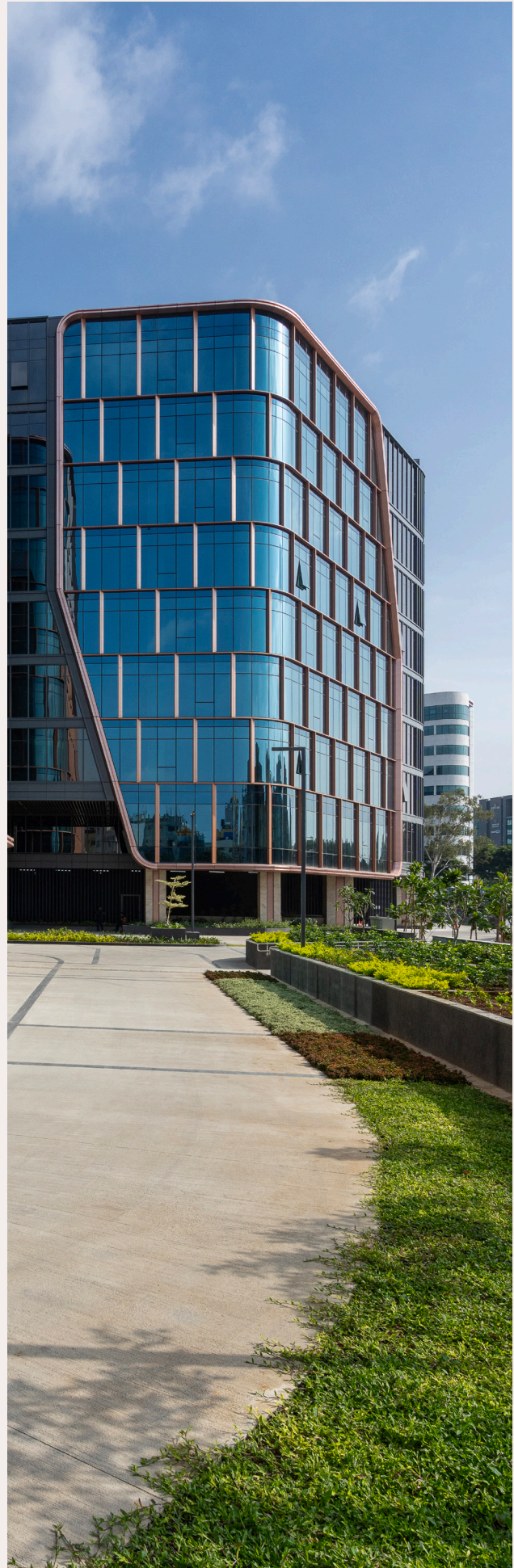
Reporting and Assurance

In this inaugural sustainability report for the reporting period FY 2023, we underscore our dedication to transparent reporting as a cornerstone of responsible business practices. As part of our commitment to accountability and open communication, we adhere to the Global Reporting Initiative (GRI) standards, ensuring a comprehensive and standardized approach to disclosing our sustainability performance.

This report provides a detailed account of our environmental, social, and governance (ESG) initiatives, emphasizing our efforts to integrate sustainable practices into every facet of our business operations. Through transparent reporting, we aim to provide stakeholders with a clear understanding of our sustainability goals, progress, and the impact of our initiatives. We recognize that transparency is essential for building trust and fostering meaningful partnerships with our stakeholders, and we are dedicated to upholding these principles in our reporting practices. This report serves as a testament to our ongoing commitment to sustainability and our responsibility towards the broader community and environment.

Corporate Communication & Brand Management

In our commitment to transparent and responsible corporate communication, we are poised to embark on a series of strategic initiatives outlined in our Sustainability Report. At the forefront of these efforts is the establishment of an annual Sustainability report, meticulously aligned with the Global Reporting Initiative (GRI) requirements. This comprehensive report will stand as a pivotal tool in communicating our environmental, social, and governance (ESG) performance and objectives. Concurrently, we are gearing up to enhance our digital transparency by including a dedicated ESG section on our official website.

Moreover, recognizing the value of consistent communication, we plan to integrate ESG updates into our monthly newsletters, ensuring that our stakeholders are consistently informed about the evolution of our sustainability journey. As part of our commitment to an open dialogue, we are also on the cusp of leveraging social media platforms to advocate for ESG practices, promoting awareness and fostering engagement through impactful content and discussions.

Business Continuity & Risk Management

In the dynamic landscape of real estate development, where unforeseen challenges and emergencies can arise, a robust risk management framework becomes imperative. We recognise the significance of identifying, assessing, and mitigating risks to safeguard the interests of our occupants, employees, vendors, and stakeholders. The implementation of comprehensive risk management practices, including the meticulous Emergency Response Plan, not only ensures a safe and secure work environment within our business parks but also contributes to the resilience and sustainability of our operations.

ESG Integrated Risk Management

We are proactively enhancing our commitment to robust risk management through strategic initiatives. In a pivotal step, we are establishing a dedicated Risk Management Committee to diligently oversee and address any potential risks that may impact our business. This committee will play a crucial role in identifying, assessing, and managing risks, ensuring a comprehensive and proactive approach to risk profiling.

Additionally, recognizing the interconnected nature of environmental, social, and governance (ESG) factors, the committee will systematically map and address ESG risks, aligning our risk management efforts with our sustainability goals. Furthermore, we are reinforcing the integration of sustainability perspectives by appointing a representative from the sustainability/ESG department to actively contribute to the risk management committee. This collaborative approach ensures that climate and other ESG-related risks are effectively communicated and managed, demonstrating our commitment to holistic risk management in alignment with our sustainability objectives.
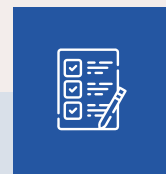
Risk Mitigation

Risk Monitoring

Risk Identification

Risk Assessment

Emergency Response Plan

We take a proactive approach to risk management through a comprehensive Emergency Response Plan, a pivotal component of our commitment to ensuring the safety and security of all occupants, employees, vendors, and stakeholders within and around our business parks. This well-defined document outlines information, responsibilities, and procedures meticulously crafted to provide a secure work environment during any emergency, whether occurring during working or non-working hours. Our Landlord-Tenant relationship is recognized as a mutual partnership crucial for maintaining the safety and security of the Business Park, particularly in the context of fire and life safety issues.

The Property management team actively engages tenants by providing vital information and instructions on emergency response, fostering a collaborative approach to managing crises. This reciprocal relationship is essential for effective emergency management, with tenants relying on the property management team and vice versa. The Emergency Response Plan not only establishes a framework for preparedness, response, and recovery but also emphasizes the importance of coordination among tenants for the implementation of countermeasures.

Additionally, the plan addresses communication strategies, including media management and interactions with local authorities, demonstrating our commitment to transparency and community well-being during emergency situations.

Annexure

General Disclosures	Description	Reporting Status	Report Section
Organisation Profile			
1	**The organization and its reporting practices**		
GRI 2-1	Organizational Details	Reported	Governance
GRI 2-2	Entities included in the organization's sustainability reporting	Reported	Governance
GRI 2-3	Reporting Period, Frequency and Contact Point	Reported	Governance
GRI 2-4	Restatements of Information	Reported	Governance
GRI 2-5	External Assurance	-	-
2	**Activities & workers**		
GRI 2-6	Activities, Value Chain and other business relationships	Reported	Governance
GRI 2-7	Employees	Reported	Governance
GRI 2-8	Workers who are not employees	-	-
3	**Governance**		
GRI 2-9	Governance structure and composition	Reported	Governance
GRI 2-10	Nomination and selection of the highest governance body	Reported	Governance
GRI 2-11	Chair of the highest governance body	Reported	Governance
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Reported	Governance
GRI 2-13	Delegation of responsibility for managing impacts	Reported	Governance
GRI 2-14	Role of the highest governance body in sustainability reporting	Reported	Governance
GRI 2-15	Conflicts of interest	Reported	Governance
GRI 2-16	Communication of critical concerns	Reported	Governance
GRI 2-17	Collective knowledge of the highest governance body	Reported	Governance
GRI 2-18	Evaluation of the performance of the highest governance body	Reported	Governance
GRI 2-19	Remuneration policies	Reported	Governance
GRI 2-20	Process to determine remuneration	Reported	Governance
GRI 2-21	Annual total compensation ratio	-	-
4	**Strategy, Policies And Practices**		
GRI 2-22	Statement on sustainable development strategy	Reported	Governance
GRI 2-23	Policy commitments	Reported	Governance
GRI 2-24	Embedding policy commitments	Reported	Governance

GRI 2-25	Processes to remediate negative impacts	Reported	Governance
GRI 2-26	Mechanisms for seeking advice and raising concerns	Reported	Governance
GRI 2-27	Compliance with laws and regulations	Reported	Governance
GRI 2-28	Membership associations	Reported	Governance
5	**Stakeholder Engagement**		
GRI 2-29	Approach to stakeholder engagement	Reported	Governance
GRI 2-30	Collective bargaining agreements	Reported	Governance

General Disclosures	Description	Reporting Status	Report Section
Economic Disclosures			
201-1	Direct economic value generated and distributed	Reported	Governance
201-2	Financial implications and other risks and opportunities due to climate change	-	-
201-3	Defined benefit plan obligations and other retirement plans	Reported	Governance
201-4	Financial assistance received from government	-	-
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-
202-2	Proportion of senior management hired from the local community	-	-
203-1	Infrastructure investments and services supported	-	-
203-2	Significant indirect economic impacts	Reported	Governance
204-1	Proportion of spending on local suppliers	-	-
205-1	Operations assessed for risks related to corruption – HR	Reported	Governance
205-2	Communication and training about anti-corruption policies and procedures – HR	Reported	Governance
205-3	Confirmed incidents of corruption and actions taken – HR	-	-
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Reported	Governance
207-1	Approach to taxes	-	-
g207-2	Tax governance, control, and risk management	-	-
207-3	Stakeholder engagement and management of concerns related to tax	-	-
207-4	Country-by-country reporting	-	-

General Disclosures	Description	Reporting Status	Report Section
Environmental Disclosures			
301-1	Materials Used by weight or volume	-	-
301-2	Recycled input materials used	-	-
301-3	Reclaimed products and their packaging material	-	-
302-1	Energy Consumption within organization	Reported	Environment
302-2	Energy Consumption outside organization	-	-
302-3	Energy intensity	Reported	Environment
302-4	Reduction In energy Consumption	-	-
302-5	Reduction in energy requirements of products and services	-	-
303-1	Interactions with water as a shared resource	-	-
303-2	Management of water discarge-related impacts	-	-
303-3	Water Withdrawal	Reported	Environment
303-4	Water Discharge	Reported	Environment
303-5	Water Consumption	Reported	Environment
304-1	Operational Sites owned, leased, or adjacent to protected areas and areas of high biodiversity value outside protected areas	-	-
304-2	Significant impacts of activities, products and services on Biodiversity	-	-
304-3	Habitats Protected and restored	-	-
304-4	IUCN redlist species and national conservation list species with habitats in areas affected by operations	-	-
305-1	Direct (Scope 1) GHG emissions	Reported	Environment
305-2	Energy indirect (Scope 2) GHG emissions	Reported	Environment
305-3	Other indirect (Scope 3) GHG emissions	-	-
305-4	GHG emissions intensity	-	-
305-5	Reduction of GHG emissions	Reported	Environment
305-6	305-6 Emissions of ozone-depleting substances (ODS)	-	-
305-7	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-
306-1	Waste generation and significant waste-related impacts	-	-
306-2	Management of significant waste-related impacts	-	-
306-3	Waste generated	-	-
306-4	Waste diverted from disposal	-	-
306-5	Waste directed to disposal	-	-

General Disclosures	Description	Reporting Status	Report Section
307-1	Non-compliance with environmental laws and regulations	Reported	Environment
308-1	New suppliers that were screened using environmental criteria	Reported	Environment
308-2	Negative environmental impacts in the supply chain and actions taken	-	-

General Disclosures	Description	Reporting Status	Report Section
Social Disclosures			
401-1	New employee hires and employee turnover	Reported	Social & Relationship
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Reported	Social & Relationship
401-3	Parental leave	Reported	Social & Relationship
402-1	Minimum notice periods regarding operational changes	-	-
403-1	Occupational health and safety management system	Reported	Social & Relationship
403-2	Hazard identification, risk assessment, and incident investigation	Reported	Social & Relationship
403-3	Occupational health services	Reported	Social & Relationship
403-4	Worker participation, consultation, and communication on occupational health and safety	Reported	Social & Relationship
403-5	Worker training on occupational health and safety	Reported	Social & Relationship
403-6	Promotion of worker health	Reported	Social & Relationship
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Reported	Social & Relationship
403-8	Workers covered by an occupational health and safety management system	Reported	Social & Relationship
403-9	Work-related injuries	Reported	Social & Relationship
403-10	Work-related ill health	Reported	Social & Relationship
404-1	Average hours of training per year per employee	Reported	Social & Relationship
404-2	Programs for upgrading employee skills and transition assistance programs	Reported	Social & Relationship
404-3	Percentage of employees receiving regular performance and career development reviews	Reported	Social & Relationship

405-1	Diversity of governance bodies and employees	Reported	Social & Relationship
405-2	Ratio of basic salary and remuneration of women to men	-	-
406-1	Incidents of discrimination and corrective actions taken	-	-
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-
408-1	Operations and suppliers at significant risk for incidents of child labor	Reported	Social & Relationship
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported	Social & Relationship
410-1	Security personnel trained in human rights policies or procedures	Reported	Social & Relationship
411-1	Incidents of violations involving rights of indigenous peoples	-	-
413-1	Operations with local community engagement, impact assessments, and development programs	Reported	Social & Relationship
413-2	Operations with significant actual and potential negative impacts on local communities		Social & Relationship
414-1	New suppliers that were screened using social criteria	-	-
414-2	Negative social impacts in the supply chain and actions taken	-	-
415-1	Political Contributions	-	-
416-1	Assessment of the health and safety impacts of product and service categories	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-
417-1	Requirements for product and service information and labeling	-	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-	-
417-3	Incidents of non-compliance concerning marketing communications	-	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-
419-1	Non-compliance with laws and regulations in the social and economic area	-	-

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