

SUSTAINABILITY REPORT

2022-23



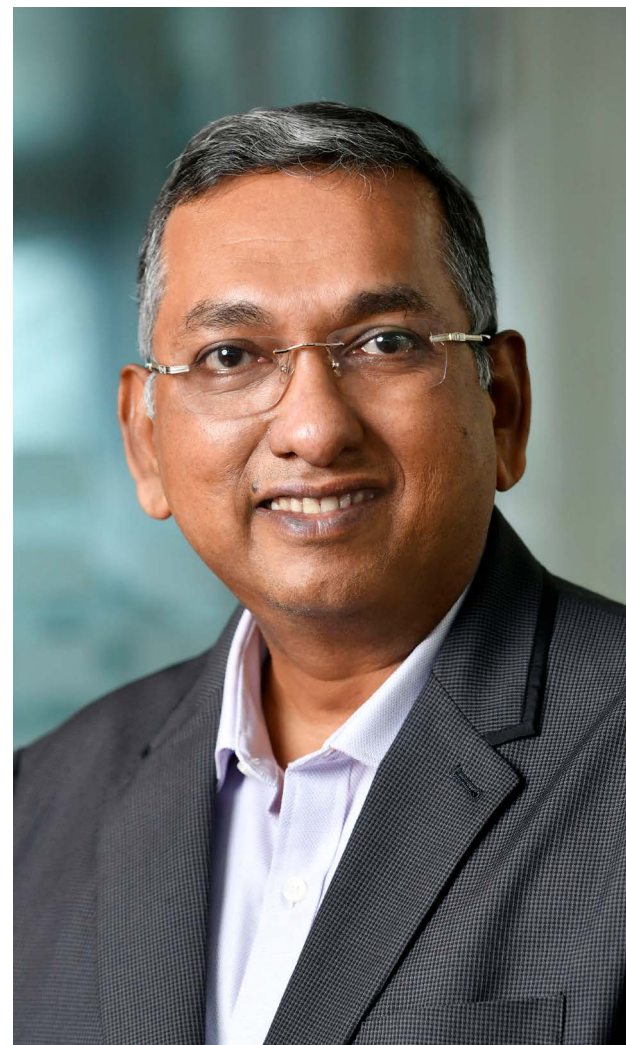
MESSAGE FROM THE MANAGING DIRECTOR

Dear Stakeholders,

Real estate holds a significant responsibility for global emissions, with construction and operation combining to create a substantial carbon footprint. This emphasizes the immediate importance of adopting sustainable practices and technologies. In a nation like India, where the demand for affordable and aspirational housing is immense, the real estate industry becomes pivotal in addressing this critical requirement. However, the challenge extends beyond mere housing provision—it encompasses the imperative of sustainability. Moreover, the societal impact of real estate stretches further than shelter provision. The construction and development of these projects generate a multitude of jobs, spanning from architects and engineers to construction laborers and facility managers. These employment prospects not only foster economic growth but also alleviate unemployment and enrich the socio-economic fabric of local communities.

I am pleased to present our inaugural Sustainability Report for FY 2022-23. This report is a testament to our unwavering commitment to fostering sustainable practices across our internal operations and external ecosystem. At Joyville, we grasp the pivotal role we play in meticulously managing our impact on the environment, as well as our diverse stakeholders and society at large. We aim to make a positive difference in our communities while fostering governance. We aim for a culture of environmental, social, and (ESG) responsibility. Through this report, we transparently communicate the tapestry of our sustainability endeavors, the milestones we have attained, and our forthcoming ambitions and pledges. Our ultimate pursuit remains steadfast— to cast a favorable, enduring imprint on the environment we share and those who are invested in our journey.

One of our primary focus areas is resource efficiency, which lies at the core of our sustainable practices. By implementing technologies, recycling initiatives, and efficient waste management systems, we aim to



minimize waste generation and maximize resource utilization. Our belief in responsible and sustainable business practices drives our commitment to managing resources and materials in a better manner. Joyville is constantly striving to create energy-efficient buildings that not only benefit the environment but also enhance the comfort and well-being of our customers and residents. Recognizing the challenges of global water scarcity, we have implemented innovative systems that enable the reuse of water within our properties. By employing advanced water treatment methods and promoting

responsible water consumption practices, we not only reduce our water footprint but also contribute to preserving this precious resource.

I want to emphasize our unwavering commitment to the overall well-being of our communities. We understand that our responsibilities go beyond our business as usual. We aim to create vibrant and inclusive communities that thrive on the principles of sustainability and social cohesion. By engaging with local stakeholders, supporting educational initiatives, and fostering a sense of belonging, we aspire to make a lasting positive impact in the areas we operate in. We also recognize the importance of raising awareness about sustainability and inspiring others to join our cause. By actively promoting environmental consciousness and providing educational resources, we empower our employees, customers, and partners to make informed decisions that contribute to a greener and more sustainable future.

By seamlessly integrating human welfare into our report, we underscore our unwavering dedication to sustainability and our profound recognition of the intricate relationship between environmental and social factors.

Joyville has consistently prioritized the establishment of a secure and inclusive workplace dedicated to enhancing the physical and mental well-being of our workforce. This commitment is manifested through various endeavors, encompassing employee wellness initiatives, comprehensive training and developmental prospects, and a harmonious equilibrium between work and personal life. Within our organizational fabric thrives a tapestry of diversity and inclusivity, wherein the uniqueness of each individual is profoundly valued and esteemed. Upholding the principles of diversity, gender parity, and the empowerment of marginalized factions, we not only imbue our sustainability report with these human-centric dimensions but also illuminate our steadfast dedication to forging an ethical business

foundation that reveres the welfare of all vested stakeholders.

Transparency, accountability, and ethical conduct form the foundation of our governance framework. Our unwavering commitment is to maintain the utmost integrity in all our endeavors. We strictly abide by relevant laws and regulations, fostering transparent communication with our stakeholders. Moreover, we persistently refine our corporate governance practices, fostering a board of directors characterized by diversity and independence, fortified risk management, and an unwavering dedication to achieving sustained long-term growth.

Our Sustainability Report FY2022-23 focuses on nurturing and advancing an ESG culture within our company. Integrating environmental, social, and governance considerations into our decision-making processes is a cornerstone for enduring success. By infusing sustainability into our corporate values, policies, and practices, Joyville is laying a robust groundwork for responsible growth and meaningful transformation. This report reflects the profound trust vested in us by our customers and the collaborative endeavors and accomplishments of our stakeholders. I urge each of you to peruse the report and share it with a sense of pride, for it illuminates the remarkable strides we have taken on our sustainability journey.

Let's continue our commitment to sustainability with renewed enthusiasm, exploring fresh avenues to create a meaningful impact. Together, we have the potential to shape a more vibrant and enduring future for our company, our communities, and the global landscape.

Best Wishes,

Mr. Sriram Mahadevan
Managing Director

Joyville Shapoorji Housing Private Limited

ABOUT THE REPORT

Joyville Shapoorji Housing Private Limited (JSHPL), known as 'Joyville(c)', takes pride in presenting its Sustainability Report for FY2022-23. This is our first sustainability report and has been prepared with the objective of enabling transparency and meaningful disclosures to stakeholders. We are motivated by our commitment to sustainable growth, and this report focuses on Joyville's operational efforts towards environmentally and socially sustainable growth.

This document constitutes our comprehensive reply to the escalating demand within the real estate sector for a meticulous evaluation of non-financial advancements. It serves as a lucid avenue for transparent communication, catering to the information requirements of all invested parties. The document delves into matters encompassing Environmental, Social, and Governance (ESG) concerns pertinent to our operational framework and its extensions.

Our chosen Key Performance Indicators (KPIs), scrutinized against the backdrop of each invested capital, are seamlessly harmonized with the exacting benchmarks set by the GRI 2016 Standards. This alignment not only reinforces the credibility of our evaluation but also underscores our commitment to adhering to globally recognized standards of excellence.

SCOPE AND REPORT BOUNDARY

Joyville's Sustainability Report FY2022-23 includes the annual account of all sustainable activities conducted during the period from April 1, 2022, to March 31, 2023. The sustainability reporting boundary extends to real estate assets owned and operated by Joyville. This report's boundary includes five projects: Joyville Virar (Mumbai), Joyville Sensorium at Hinjewadi (Pune), Joyville Gurugram (Haryana), Joyville Hadapsar Annex at Hadapsar (Pune), and Joyville Western Heights near Santragachi at Howrah (Kolkata). The company is engaged in the activities of real estate development, which focuses mainly on the aspirational mid-housing segment. The report finds no divergences from the core business of real estate during the financial year in observation.

REPORTING REFERENCE

The sustainability report is developed with reference to the GRI standards. The report finds its basis in the transparency, consistency, reliability, completeness, and materiality of the GRI reporting principles. This report tracks the Environmental, Social, and Governance (ESG) initiatives and achievements during the fiscal year and a roadmap for the future. Furthermore, the report aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework and Sustainable Development Goals (SDGs).

Based on these disclosures, we endeavor to provide information holistically with the utmost transparency. This report becomes the onset of our ESG reporting journey, and our team has worked collaboratively to align Joyville to work towards our sustainability goals. The GRI index in the appendix of this report provides disclosure mapping. This report is also available at our company website: <https://www.joyvillehomes.com/sustainability/>. We value our stakeholders and the connection we share with them. Please share your concerns and feedback on this report by directing them to cs-spre@shapoorji.com



Actual Image

ABOUT JOYVILLE



Joyville is a part of the 158-year-old Shapoorji Pallonji Group. Joyville stems from a deep understanding of value, which is a direct result of Shapoorji Pallonji's expertise. Both Joyville and our group company have raised the bar of the aspirational housing segment in India for years. Our vision of aspirational real estate and realty products has empowered customers with an improved quality of living.

Highlights

11,000 units

Planned for development

1.8 million sq.m

Area planned for development

Presence in

4 major cities

of India

BUSINESS SOLUTION

Joyville's sustainability report delves into minute details providing investors with a 360-degree view of the enterprise and the sector. Enhanced amenities, optimized use of space, and a profound sense of fulfillment are all part of the Joyville DNA. Our resourceful thinking, innovative mindset, value-driven approach, in-house construction expertise, transparency, trust, consistency, and unparalleled experience enables us to maximize the value that we create for our customers at every step of the journey. Our dedication to the highest standards is non-negotiable. From the meticulous craftsmanship evident in our constructions to the top-tier customer service we provide, right down to the thoughtfully curated project amenities, we uphold

an unwavering commitment to excellence. Staying true to our roots, we inspire trust by adhering to uncompromisingly high standards in everything that we do - from the quality of construction to the level of customer service to the array of project amenities and beyond.

Our heritage and style of business instill confidence in our investors, ensuring they benefit from an unparalleled peace of mind and an authentic sense of accomplishment. This is an invitation to align with a force that creates not just structures, but enduring satisfaction, a deep sense of fulfillment and trust.

MEMBERSHIP ASSOCIATIONS AND BUSINESS RELATIONSHIP

Joyville is a proud and active member of the National Real Estate Development Council (NAREDCO) which operates under the aegis of the Ministry of Housing and Urban Affairs, Govt. of India. Our resourceful and knowledge-oriented association helps in raising standards of operations related to building-erection, construction, and marketing of real estate products and services.



VISION, MISSION AND VALUES



Vision

At Joyville, we endeavour to remain the gold standard in providing aspirational living solutions in India, through homes that empower our customers with an enhanced lifestyle.



Mission

We aspire to consistently enhance the living style of young Indians.

KEY BRAND VALUES



Trust



Reliability



Respect



Quality

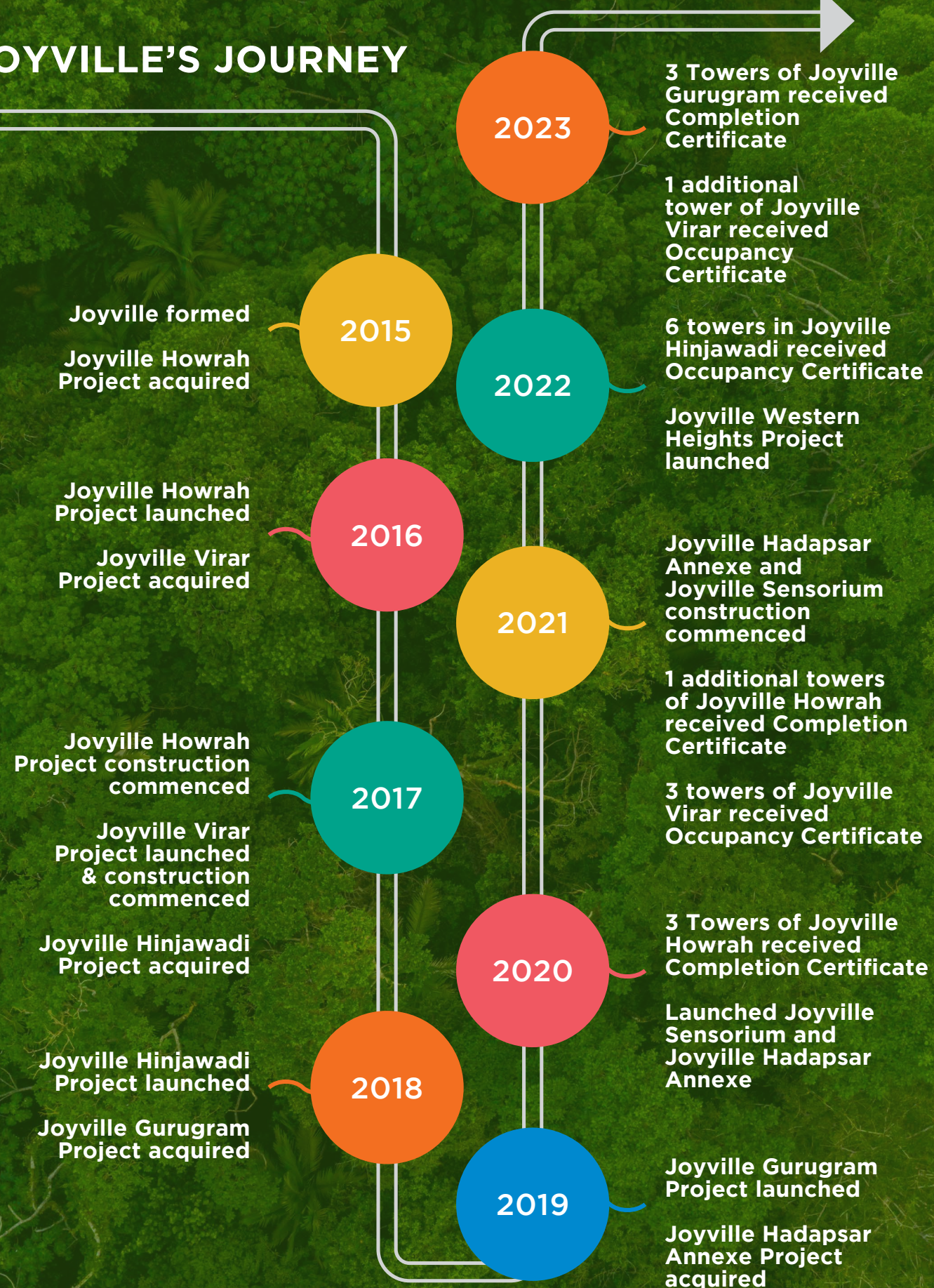


Commitment



Transparency

JOYVILLE'S JOURNEY



GEOGRAPHICAL PRESENCE

Our core business is residential real estate developments with a focus on aspirational and mid-income housing. Presently, we have a diverse portfolio of residential projects in various cities that include: Gurugram, Pune East, Pune West, Mumbai Metropolitan Region (MMR) and Howrah.

JOYVILLE VIRAR

Virar West, MMR

7.5 Acres (Approx. 30351 sq.m)
25+ amenities

JOYVILLE GURUGRAM

Sector 102, Gurugram

18 Acres (Approx. 72843 sq.m)
21+ amenities

JOYVILLE WESTERN HEIGHTS

Near Santragachi, Howrah

30 Acres (Approx. 121406 sq.m)
25+ amenities

JOYVILLE HADAPSAR ANNEXE

Pune Solapur Highway, Pune

20 acres (Approx. 80937 sq.m)
60+ amenities

JOYVILLE SENSORIUM

Near Phase 1, Hinjewadi Pune

10.5 acres (Approx. 42491 sq.m)
35+ amenities

AWARDS & RECOGNITIONS

SAFETY RELATED AWARDS:

JOYVILLE GURUGRAM

- ~ 13th CIDC Vishwakarma Award for Construction Health, Safety and Environment, 2022
- ~ International Safety Award 2023 from the British Safety Council

JOYVILLE SENSORIUM

- ~ 13th CIDC Vishwakarma Award for Construction Health, Safety and Environment, 2022
- ~ International Safety Award 2023 from the British Safety Council
- ~ Certificate of Appreciation from the National Council of India, Safety Awards 2022

JOYVILLE VIRAR

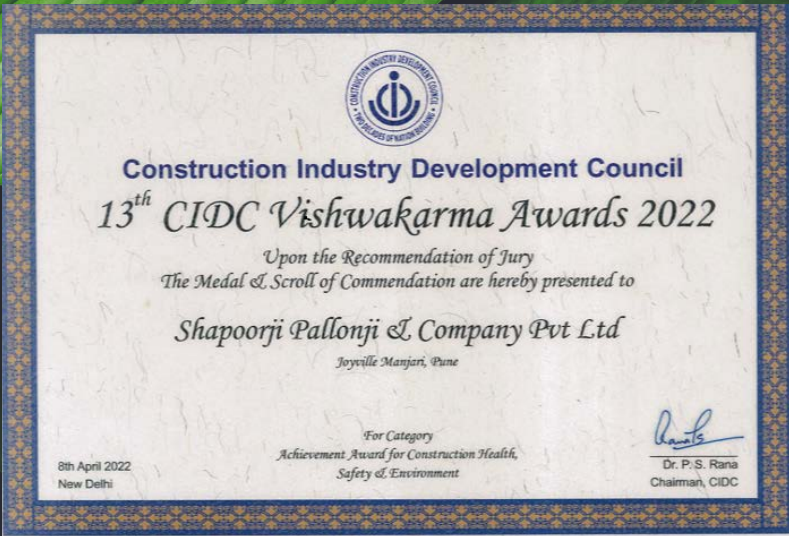
- ~ 13th CIDC Vishwakarma Award for Construction Health, Safety and Environment, 2022
- ~ Apex India Occupational Health and Safety Awards 2022 - Platinum Award

JOYVILLE HADAPSAR ANNEXE

- ~ 13th CIDC Vishwakarma Award for Construction Health, Safety and Environment, 2022
- ~ International Safety Award 2023 from the British Safety Council
- ~ Certificate of Appreciation from the National Council of India, Safety Awards 2022

CERTIFICATIONS:

IFC EDGE	Joyville Western Heights, Santragachi
IGBC	Joyville Hinjawadi



Actual Image

OUR GOVERNANCE & LEADERSHIP



Our organization has established a governance structure that clearly defines the roles and responsibilities of different groups within the company. The appointment and terms of these positions are regulated by the laws of India in accordance with the terms and conditions of appointment for Independent Directors.

Highlights

10+

Policies covering ESG

3

Committees for governance

0

Anti-bribery and corruption
instance reported for FY 2022-23

Since the inception of our company, we have maintained a strong focus on identifying and managing risks associated with our business. We consistently employ strategies to mitigate and hedge these risks based on guidance provided by our investors, promoter, and Board. As part of our standard practices, we have implemented internal financial control systems and other measures to effectively assess risks.

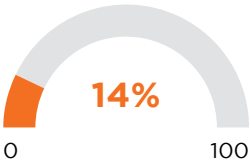
Our management team takes proactive measures to mitigate these risks as necessary. The Board of Directors holds the highest level of authority within the organization and is entrusted with the responsibility for ethically formulating and implementing our strategic initiatives.

As of March 31 2023, our Board consists of seven members, including a woman independent director.

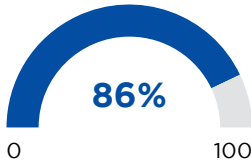
LEADERSHIP TEAM AND COMMITTEES

Name of the Directors	Designation	Audit Committee	Banking Operations Committee
Mr. Venkatesh Gopalakrishnan	Non-Executive Director (Chairman of the Board)	Yes	Yes
Mr. Sriram Mahadevan	Managing Director	Yes	Yes
Mr. Ashish Singh	Non-Executive Director	No	No
Mr. Anuj Puri	Independent Director	No	No
Ms. Ranjana Agarwal	Independent Director	Yes	No
Mr. Subrata Dutta Gupta	Non-Executive Director	No	No
Mr. Sandeep Awasthi	Non-Executive Director	No	No

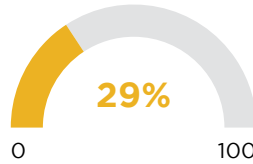
Women on Board of Directors



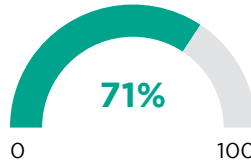
Men on Board of Directors



Independent Directors



Non-executive Directors



AUDIT COMMITTEE

The company has voluntarily established an audit committee, which is composed of a non-executive director, an independent director, and the managing director. The audit committee is responsible for adhering to the terms of reference set by the Board of Directors. The committee's role includes, among other things, reviewing the internal financial controls and risk management systems, monitoring related party transactions, and recommending the financial statements to the Board.

BANKING OPERATIONS

The Board of Directors has constituted a banking operations committee which consists of two directors viz. a non-executive director and the managing director. The banking operations committee is required to adhere to the terms of reference formulated by the Board of Directors. The committee is primarily responsible for looking after banking-related matters viz. accounts operation, authorizations and monitoring, investments, and avail overdraft facilities as per limits set by the Board of Directors.

ESG COMMITTEE

Our ESG committee drives the execution of ESG initiatives for accomplishing our commitments and goals. The committee is responsible to ensure ESG compliance with regulations, effective performance on reporting standards and other related disclosures. The committee also takes charge of effective communication and capacity building through required mentoring and training. Along with this, periodic monitoring and progress reporting on all ESG aspects are also areas led by the ESG committee.

NOMINATION AND REMUNERATION PROCESS

For the Board, Joyville receives nominations from both promoters and investors. The promoters can nominate up to two members, whereas there are three investors who are eligible to nominate one member each. Also, the Board shall comprise independent directors.

Compensation is an important aspect for the employee and therefore, the company strives to offer competitive salaries. We believe individuals choose a company not only for financial benefits and higher position, but also for job satisfaction, growth potential, the company's value, and its culture.

Remuneration for employees is revised periodically and is based on industrial practices and also taking into consideration factors like cost of living, capacity to pay, past performance, responsibility, and experience. The HR department oversees all the details related to remuneration during hiring or new recruitments or appraisals.



ETHICAL BUSINESS CONDUCT AND OTHER POLICIES

Our policies typically outline the company's commitment to sustainability, which serves as the guiding principle we follow. To learn about our policies in details, please visit <https://www.joyvillehomes.com>

1 Equal Opportunity:

Equal Opportunity Policy aims to eliminate discrimination in employment on the grounds of age, gender, disability, race, colour, nationality, or religion. It also aims to comply with equal opportunity legislations as applicable, and adhere good management practices

2 Whistle-Blower Policy:

To provide a mechanism to employees to report any unethical, improper practices or any wrongful conduct they observe within the company.

3 Anti-Corruption and Bribery Policy:

We discourage employees from accepting gifts from clients or partners. We prohibit bribery in any form for the benefit of any external or internal party.

4 Acceptable Usage Policy & Information Security Policy:

The purpose of the Acceptable Usage Policy is to establish guidelines for appropriate utilization of Information Technology (IT) infrastructure and assets within Joyville.

5 QHSE Policy:

We believe that our long-term business success depends on our ability to consistently enhance the quality of our services while safeguarding people and the environment.

6 HR Policy:

We strongly believe that values which we cherish need to be stated as they profoundly influence the behaviour of our employees and gives proper directions.

7 Environmental Policy:

The purpose of this environmental policy is to establish our commitment towards protecting the environment by reducing the negative impact of our operations on the environment.

8 Net Zero Policy:

Joyville recognizes the urgent need to address climate change and reduce greenhouse gas (GHG) emissions. By implementing this policy, we are committing towards a more sustainable environment for all.

9 Supplier Code of Conduct:

This code of conduct sets out the minimum standards that the company's suppliers must adhere to in order to responsibly and ethically conduct business with us.

10 Sustainable Procurement Policy:

To ensure that all procurement activities are conducted in a sustainable manner that minimizes the impact on the environment, promotes social responsibility, and supports the local economy.

11 Shareholders Policy:

Joyville values its shareholders and is dedicated to having positive relationship with them thus, we have developed a policy to communicate shareholders' rights.

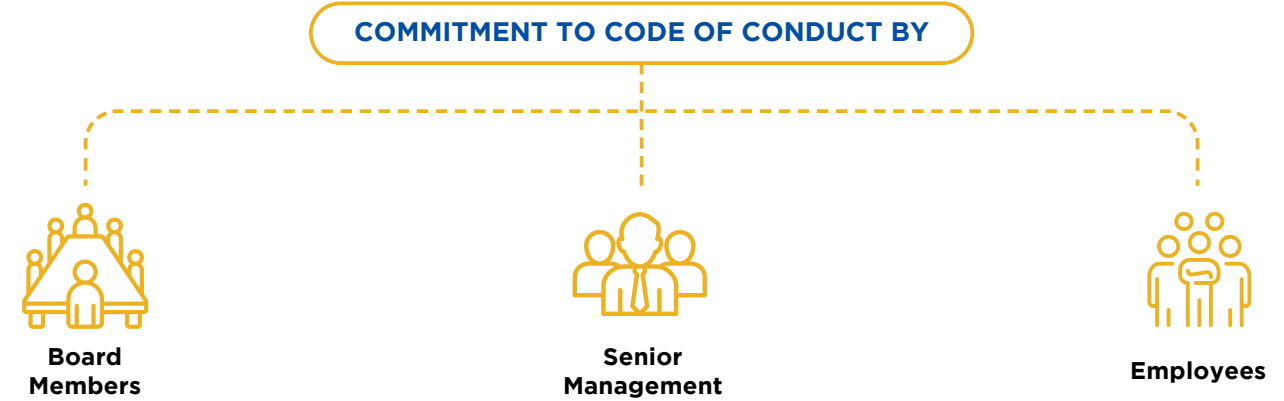
EMPLOYEE CODE OF CONDUCT

Our company’s Employee Code of Conduct policy acts as a comprehensive guide that outlines the expected behaviour of our employees towards their colleagues, supervisors, and overall organization.

Code of conduct encourage employees to	Code of conduct prohibits employees from
<ul style="list-style-type: none">Freedom of expressionOpen communicationAdhering to our code of conductFostering respectful and collaborative environment	<ul style="list-style-type: none">Causing offence to any stakeholderEngaging in serious disputesDisrupting the workplace

DISCIPLINARY ACTION

When an individual violates the established rules and regulations, disciplinary action can be implemented to ensure accountability and maintain a productive and ethical environment. The specific disciplinary actions at Joyville are determined based on the nature and severity of the violation.



In instances of corruption, theft, embezzlement, or any other unlawful behaviour, our company reserves the right to pursue legal action.

The Head of Human Resources is primarily responsible for monitoring and implementing this policy on a day-to-day basis and addressing any inquiries regarding its interpretation. Furthermore, management at all levels hold the responsibility of ensuring that those under their provision are informed about and comprehend this policy.

GRIEVANCE REDRESSAL MECHANISM (GRM)

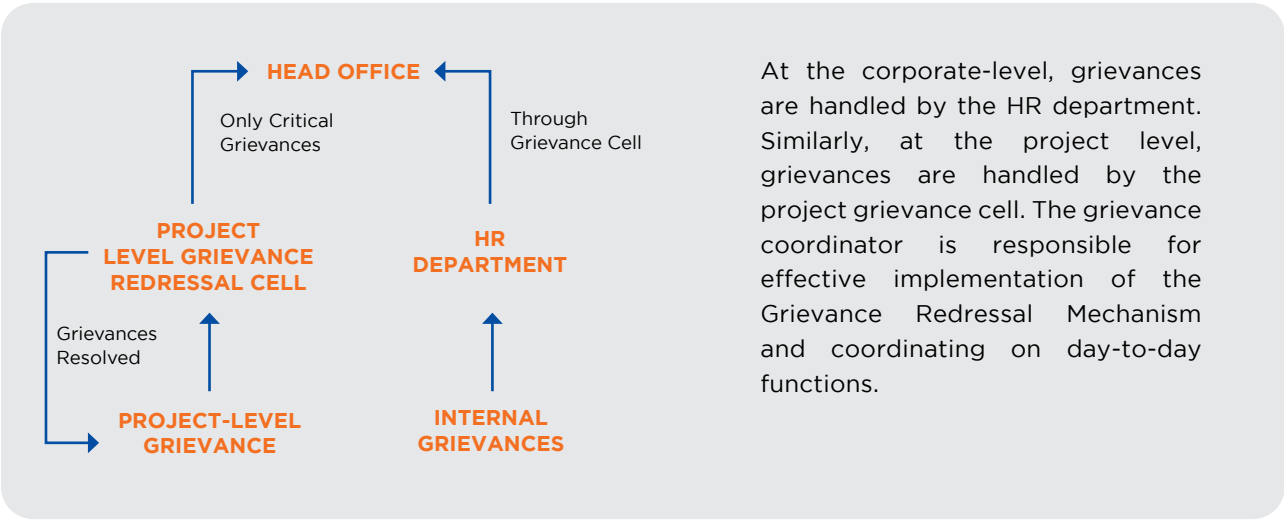
JSHPL has established a mechanism to receive and facilitate the resolution of affected persons’ concerns and grievances about physical and economic displacement and other project impacts, paying particular attention to the impacts on vulnerable groups. The grievance redressal mechanism is scaled to the risks and adverse impacts of the project. It addresses affected persons’ concerns and complaints promptly, using an understandable and transparent process that is gender responsive, culturally appropriate, and readily accessible to the

affected persons at no costs and without retribution. The mechanism has access to the country’s judicial or administrative remedies. During pre-project implementation, JSHPL informs affected persons about the mechanism.

The grievance redressal mechanism includes provisions to address grievances of the JSHPL staff, workers engaged in the construction, contractors, sub-contractors, community and other services to receive and address any labor or other issues raised.

THE GRM IS BASED ON FOUR GUIDING PRINCIPLES:

- 1 Transparency
- 2 Fairness
- 3 Respect
- 4 Accountability



If any internal or external stakeholder believes that the JSHPL’s business practices or activities are having an adverse impact on their quality of life, livelihood or environment, which they want the project team/ management to address, such a concern is raised as a grievance.

Internal Grievances	External Grievances
<ul style="list-style-type: none">Employee grievance procedure is in place as part of the Human Resource Policy for JSHPL’s employees	<ul style="list-style-type: none">Contractor and labour-related grievancesCommunity grievances, including those on land and resettlement issues, project activities, CSR intervention, employee-community conflicts, and other project-related issues

STAKEHOLDER ENGAGEMENT AND MATERIALITY



Stock Image

At Joyville, we recognize the paramount significance of active stakeholder engagement in elevating stakeholder value and fostering enduring relationships. Our primary objective orbits around the perpetual augmentation of value for our stakeholders. Our unwavering focus centres on fostering mutually beneficial associations with all key stakeholders, whose pivotal role underpins the triumph of our enterprise.

Highlights

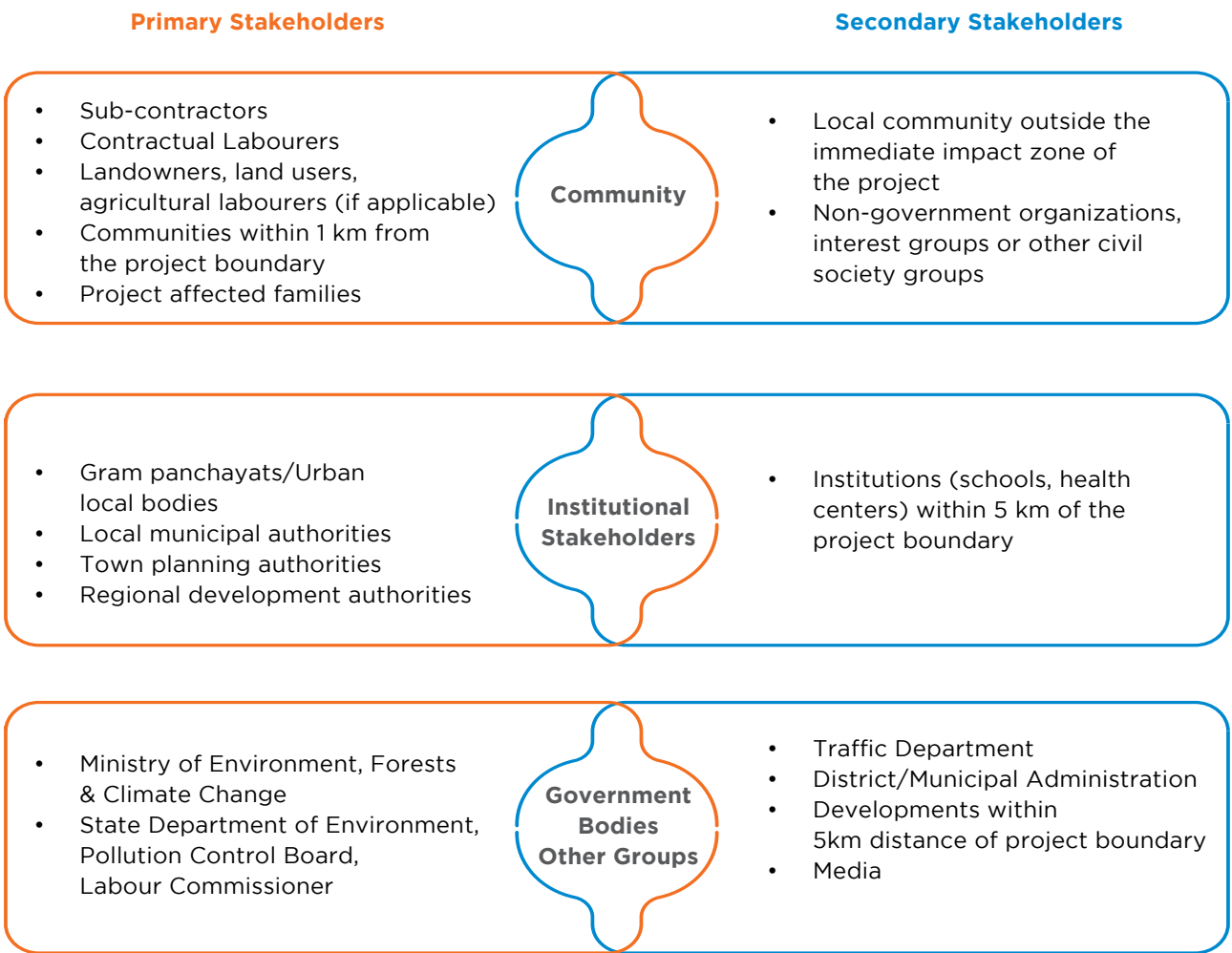
- 11+**
Stakeholder groups identified
- 3**
Step materiality assessment approach
- 11**
Identified material topics

APPROACH TO STAKEHOLDER ENGAGEMENT

Real estate projects have a significant impact on the local community. Engaging with community stakeholders enables us to understand consumer needs, address potential concerns, and also foster collaboration. Such an approach helps create a harmonious relationship and gain community support for subsequent projects. Engagement with relevant government officials and regulatory authorities is implemented to ensure compliance, gain insights into the regulatory landscape, and streamline our approval process. Engaging with communities also helps us leverage while navigating complex regulatory frameworks, such as obtaining permits or approvals from government bodies.

Joyville's engagement with investors and shareholders is woven around the strategy of maintaining a cordial communication strategy with all stakeholders. This is implemented through regular meetings, investor presentations, and reports. Such exercises help generate awareness among stakeholders. It also keeps them engaged, fosters confidence, and helps win their long-term support.

Joyville's team has identified stakeholders who can have a direct impact on or are directly impacted by the project as primary stakeholders, and those who have an indirect impact or are indirectly impacted as secondary stakeholders.



Stakeholder engagement refers to the exchange of information, as well as communication with the stakeholders. To meet our goal of collaboration with stakeholders, we conduct engagement through wide variety of activities and communication channels such as:

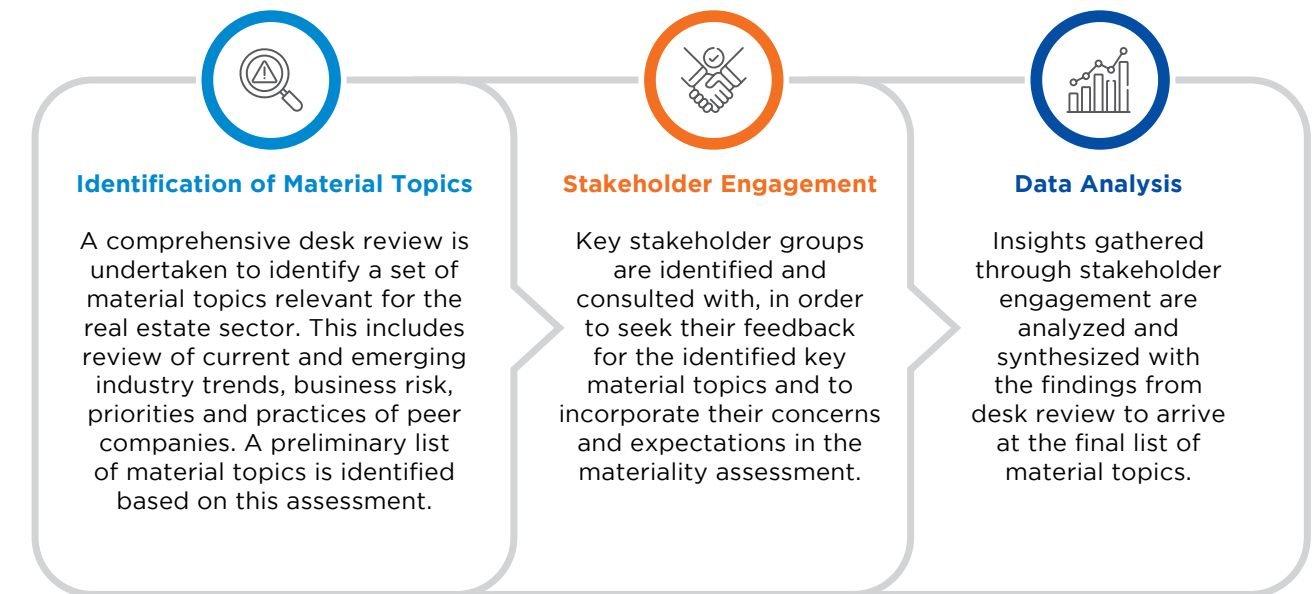
Stakeholders	Objectives of Engagement	Methods of Engagement	Frequency of Engagement
 Contractors and Sub-contractor	To apprise about labour working conditions and EHS-related requirements	Disseminate information regarding labour laws, environment protection & safety measures through meetings Information regarding welfare provisions for labourers, employment opportunities, grievances, EHS though notice board and display on billboard	Once per quarter
 Contractual Labourers	To apprise about EHS requirements and welfare measures	~ Induction Training ~ Toolbox talks ~ Training Programs ~ Mock Drills	Daily toolbox talks ESH training once in a month
 Gram Panchayats	Project components and implementation plan	Information dissemination regarding the project. Open interactions as and when required	Meetings, discussions as and when required
 Regulatory Authorities	Regulatory compliance	Compliance Reports	As per statutory requirements
 Land sellers and Land users	To seek support, if required	Open interactions as and when required	Discussions and meetings as and when required
 Local community	Managing and ensuring participation in CSR activities, as part of GRM	Open interactions as and when required	Discussions and meetings as and when required

MATERIALITY ASSESSMENT

Materiality is the principle of defining the sustainability topics that matter the most to an organization's business and its stakeholders. This assessment is one of the most important aspects of identifying the ESG topics critical for Joyville and its stakeholders.

While identifying the material issues, we have considered the material aspects of our peer companies. Subsequently, the top management deliberated on the identified aspects to assess the likelihood and severity of impact corresponding to each material aspect. As a result, the following material aspects were finalised for Joyville for FY 2022-23. Through this report, we have detailed our management approach and Key Performance Indicators (KPIs) corresponding to the material aspects. The key issues are identified by engaging the stakeholders, and benchmarking against industry peers.

APPROACH TO MATERIALITY ASSESSMENT



ESG MATERIALITY LIST

ESG Topics	Material Topics	Description	SDGs
Environment	Water use & management	Promote conservation of water	 
	Energy Efficiency	Reduce use of conventional energy	
	Renewable Energy	Increase use of renewable energy	
	Resource Efficiency	Optimal use of all resources	
	Waste & Circularity	Use of alternate material & reuse Construction and Demolition (C&D) waste	
	Emissions & Climate change	Work towards reducing emissions to combat climate change	
Social	Occupational Health & Safety	Maintain site safety standards	
	Human & Labour Rights/ Worker Welfare	Extending all benefits to workers	
	Customer Well-being	Providing healthy occupant space and awareness on Green Buildings	
	Diversity, Equity and Inclusion	Gender ratio and other parameters	
Governance	Business Ethics	Maintain and comply with business code of conduct	  
	Board Governance	Maintain and comply with business code of conduct	  
	Sustainable Supply Chain	Procure and ensure sustainable practices throughout the supply chain	

PROSPECTIVE COMMITMENTS

Theme	Material Topics	Key Focus Area
Continually improve Environmental Performance	Emissions & Climate Change	In the construction industry, as part of operations, tremendous amount of emission is generated. The building materials used there contribute to embodied carbon emissions. At Joyville, we believe in taking initiative for emissions reduction and shall consider renewable energy usage and energy efficiency measures in all projects.
	Energy Efficiency	
	Renewable Energy	
	Water Use & Management	Water is a natural resource that is scarcely available. Optimal utilization of this resource will help us minimize freshwater consumption. Apart from this, we shall also be cognizant of the water discharge and make reuse of wastewater post-treatment wherever suitable.
Enhance Human Capital	Resource Efficiency	Joyville believes in the 3Rs of reduce, reuse and recycle. As part of our operations, we make an effort to minimize waste generation and shall continue to do so.
	Waste & Circularity	
	Human & Labour Rights/ Worker Welfare	
	Occupational Health & Safety	As human capital forms an integral part of a company, it becomes our responsibility to protect workers' rights, foster industry competitiveness, comply with national/ international standards and contribute to sustainability. For that, Joyville will ensure all workers receive welfare benefits as per national and international standards.
Responsible Value Chain	Diversity, Equity and Inclusion	Implementing health and safety practices promotes a safe and secure work environment for employees and contributes to overall project success. Joyville is thus looking forward to strongly enforce stringent site safety practices with regular monitoring.
	Customer Well-Being	By fostering an inclusive and equitable workplace, we can attract top talent, drive innovation, meet customer needs, and fulfil legal and social responsibilities. For this, Joyville is working towards improving overall diversity (gender, disability) in the workforce including at all the project sites.
	Sustainable Supply Chain	Real estate companies focus on occupants' health, environmental sustainability, indoor environmental quality, user preferences, and brand image. Joyville aims to focus on these topics and align with current sustainability and lifestyle trends. Joyville also aims to educate consumers about the benefits of green buildings and practising environmental responsibility.
		Evaluating the supply chain through an ESG lens allows and real estate companies to address environmental and social impacts, and improve ESG reporting and transparency. Thus, Joyville shall evaluate supply chain through an ESG lens.

CLIMATE RISKS AND OPPORTUNITIES



Stock Image

As a part of our commitment to sustainability, we understand our exposure to climate-related risks. To identify and comprehend the impact of these risks, Joyville conducted a Task Force on Climate-Related Financial Disclosures study. As part of this study, a qualitative screening approach was applied to assess the acute and chronic climate risks.

Highlights

5

Sites evaluated for acute and chronic physical risks

Transition risk evaluated at organization level

Understood climate risk exposure and mitigation measures identified

The criteria for Physical Risk Screening help evaluate at a high-level what could be considered as physical risks at an early stage of a project design. These criteria were derived as per the Task Force on Climate-Related Financial Disclosures (TCFD) reporting aligning with the Intergovernmental Panel on Climate Change (IPCC) framework which focuses on exposure-impact-adaptive capacity framework to categorize risk as per a defined risk scale. This risk scale was developed on the basis of probability of occurrence & nature of impact due to attributes mentioned in screening criteria and was evaluated and classified as low, medium, or high risk. Mainly, primary data (data specific to a particular asset) and secondary data (verified government sources) were used for this risk assessment to evaluate the asset's overall acute and chronic physical risk level.

During the Physical Risk Assessment, acute risks have been assessed considering a short-term period of 1-3 years. Chronic risks have been assessed on two time Periods of 30 Years, that is baseline period (Year 1981 to 2010) & near-term period (Year 2011 to 2040).

PHYSICAL RISK

Risk	Aspect & Attributes	Attributes
Acute Physical Risk	I. Exposure	Risk mapping based on hazard zone class and past events of acute physical events (such as earthquake, flood, cyclone, draught, surface water stress, ground water criticality, coastal and inland flooding) along with proximity to water bodies
	II. Sector Sensitivity	Risk mapping based on impacts faced the real estate sector due to changes in weather conditions. building design and materials, natural disasters in terms of physical damage, construction cost and period, location of asset
	III. Assessment Acute Physical Risk Screening	Evaluation of overall acute physical risk level of the project

Risk	Aspect & Attributes	Attributes
Chronic Physical Risk	I. Exposure	Risk mapping based on extreme temperature and precipitation changes
	II. Project Sensitivity	Risk mapping based on sensitivity of asset to temperature and precipitation, age and nature of engagement with workforce
	III. Adaptive Capacity	Risk mapping based on availability of policy and procedures and infrastructure to combat extreme events
	IV. Assessment Chronic Physical Risk Screening	Evaluation of overall chronic physical risk level of the project

Transitional risks in real estate companies stem from external transitions such as economic, social, regulatory, technological, or environmental changes. It is crucial to define transitional risks from a real estate context. To identify Joyville's relevant risk profile, we commissioned secondary research incorporating multiple themes such as regulatory

changes, market demand shifts, climate change, and technological disruptions. Through critical analysis of derived data, we managed to gain rich insights into the impact of transition risks. The study also helped examine the impact of risks on our overall performance and long-term business continuity.

PHYSICAL RISK

Acute Physical Risk			
	Risks	Responsive Actions	Impact
Exposure	Hazard zone	Site level emergency plan, adapted construction practices that ensure buildings are durable, contingency for extreme climate events	Medium
	Past Climate Event		
	Proximity to Water Body		
Sensitivity	Weather Conditions		
	Building Materials		
	Change in Patterns of Disaster		

CHRONIC PHYSICAL RISK

Chronic Physical Risk			
	Risks	Responsive Actions	Impact
Exposure	Extreme Temperature & Heat Waves	Site specific measures like change of shift times, medical assistance availability	Low
	Precipitation	Procedure to ensure monsoon readiness	Medium
Project Sensitivity	Sensitivity to Temperature and Precipitation	Exposure conditions taken into account and emergency response to be initiated based on emergency plan	Medium
	Workforce engagement & age	Skill training and help with climate adoption challenges	Low
Adaptive Capacity	Policy & procedures to combat extreme events	Regional disaster management plans and site level	Medium
	Infrastructure to combat extreme events	Site-specific infrastructure integration to combat weather events like stormwater pits, plantation, earthquake-resistant structures	

TRANSITION RISK

Policy & Legal			
	Risks	Responsive Actions	Impact
Increased price of GHG Emissions	Carbon Pricing	Transition to renewable energy from conventional energy	Low
	Draft Building Construction Management Regulations	Incorporation of regulatory requirements and reporting into compliance upon enforcement	Low
Regulations & Reporting obligations	Energy Conservation Building Code for Residential Buildings	Use of passive design mechanism for lower energy consumption as reequipments for green building certification as part of basic design needs	Low
	Model Building Bye- Laws	Regulatory requirements integrated in design stage	Low
Litigation	- Non-compliance to regulation	- Legal compliance monitoring	Low
	- Climate-related litigation	- Physical risk assessment of projects	

TECHNOLOGY

	Risks	Responsive Actions	Impact
Lower emission materials and products substitution	- Fly Ash Utilization - AAC - Mivan Shuttering - High performance glass glazing	Integration of all lower emission in construction	Low
Unsuccessful investment	Integration of new technology in market	Technology investment screening process and market and peer receptivity	Low

MARKET

	Risks	Responsive Actions	Impact
Increased cost of raw materials	Rise in material cost due to inflation	Supplier screening and competency evaluation, reduction on single supplier dependency	Low
Change in customer behavior	Customers demand for green building	Integration of green building requirements in design and obtain certification	Low

REPUTATIONAL

	Risks	Responsive Actions	Impact
Increased concern or negative stakeholder feedback	Market barriers for investors due to information asymmetry	Stakeholder relations and stakeholder engagement plan	Low

IMPACT LEVELS

Low - Exposure to risk but mitigation strategy has been developed	Medium - Exposure to risk which can affect business continuity but mitigation strategy has been developed	High - Exposure to risk which can affect business continuity but mitigation strategy has not been developed
---	---	---

PROTECTING THE ENVIRONMENT



Actual Image

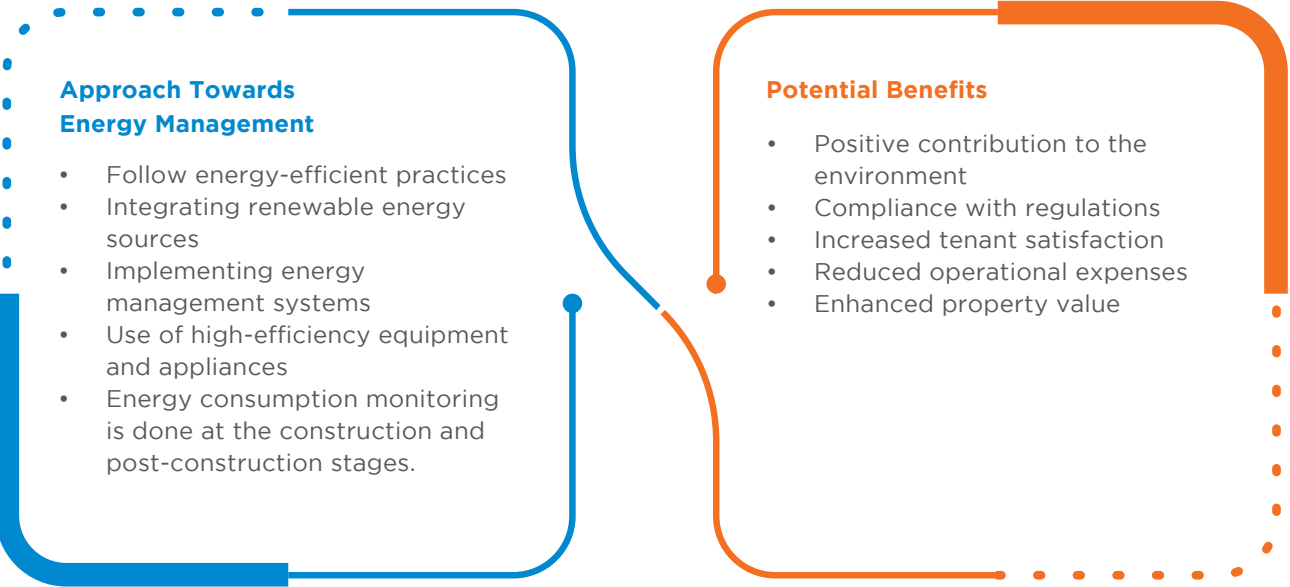
Joyville recognizes that the choices we make today will shape the world of tomorrow, and we aim to create a lasting legacy of responsible real estate development. From the inception of our projects to their completion, we take a considerate approach that prioritizes environmental stewardship.

Highlights

- Set up baseline year for Scope 1, 2 and Scope 3 emissions
- Integrated use of renewable energy in the construction stage
- Multiple initiatives taken up to manage reduction in energy and water consumption and waste generation

ENERGY MANAGEMENT

Energy management is no longer an optional consideration for real estate companies; it has become a strategic imperative. Joyville is working towards efficient energy management. Company tracks energy usage to identify anomalies, and optimizes energy consumption patterns. By implementing these steps, we also gain insights into energy performance and make data-driven decisions for energy conservation. By doing so, we have devised our approach towards energy management and identified certain potential benefits:



We realize that embracing energy management practices will not only ensure a sustainable future but also position Joyville as a leader in the green building movement.

Source	FY 2022-23
Electricity (GJ)*	12,411
Fuel (GJ)	3,082
Other sources (GJ)	0
Total Energy (GJ)	15,493
Total Energy Intensity by turnover (GJ/Cr in INR)	20.10
Total Energy Intensity by area constructed (GJ/million sq. ft)	0.0023

*GJ=gigajoule

Our Energy Conservation Initiatives:

Automatic Power Factor Correction (APFC) panel has been installed to reduce the apparent power and maintain the power factor.

Single-phase high-frequency vibrators are being used instead of three-phase vibrators, resulting in a 15% reduction in energy consumption compared to three-phase needle vibrators used during concreting activities

Variable Frequency Drive (VFD) panel has been installed in the passenger hoist at all the sites

Conventional lights replaced with LED at workers accommodation and we have also installed battery charging systems for emergency lights

Notices are displayed to remind employees to switch off lights, fans, and other equipment when not in use

Our Energy Optimization Initiatives:

During the construction stage, replacement of normal electric fans with turbo-ventilators (such as in the kitchen and cement warehouse) is done

Regular preventive maintenance is carried out on power-operated machines and equipment to ensure optimal electricity usage

Regular preventive maintenance is performed on the DG

EMISSIONS

Climate change is a major threat to mankind, with consequences that could impact all facets of our lives. Although greenhouse gas (GHG) emissions are directly or indirectly produced as a result of all industrial activities, the reduction of GHG emissions is vital to staving off climate change, and Joyville has made every effort to do so. In this regard, one of the ways is by considering the use of renewable energy as a source anywhere possible.

We have a clear, transparent goal for monitoring and reducing our GHG emissions. We follow the GHG Protocol to account for our calculations. Along with emission factors taken from reliable sources such as the Central Electricity Authority of India (CEA) and Indian GHG Protocols. As part of our boundary for GHG calculations, we have considered constructed area of the following projects: Joyville Virar, Joyville Gurugram, Joyville Western Heights, Joyville Hadapsar Annexe and Joyville Sensorium.

For our Scope 3 calculations, we have considered the following categories- Category 3: fuel and energy-related activities, Category 6: business travel, Category 7: employee commute.

Scope	Unit	Absolute GHG Emission (FY2022-23)
Scope 1	*tCO ₂ e	188
Scope 2	tCO ₂ e	2,448
Scope 3	tCO ₂ e	1,958

SCOPE 1+2	Intensity by revenue generated (tCO ₂ e/Cr) in INR	Intensity by constructed area (tCO ₂ e/million sq.ft)
	3.42	392.21

OUR GHG EMISSIONS MANAGEMENT INITIATIVES:

Capacitor banks of appropriate KVAR are installed in most projects to improve the power factor and reduce energy bills

Variable Frequency Drives (VFDs) are used for tower cranes to reduce power consumption

Reflective paints or tiles are utilized for roofs, enhancing energy efficiency by reducing heat absorption

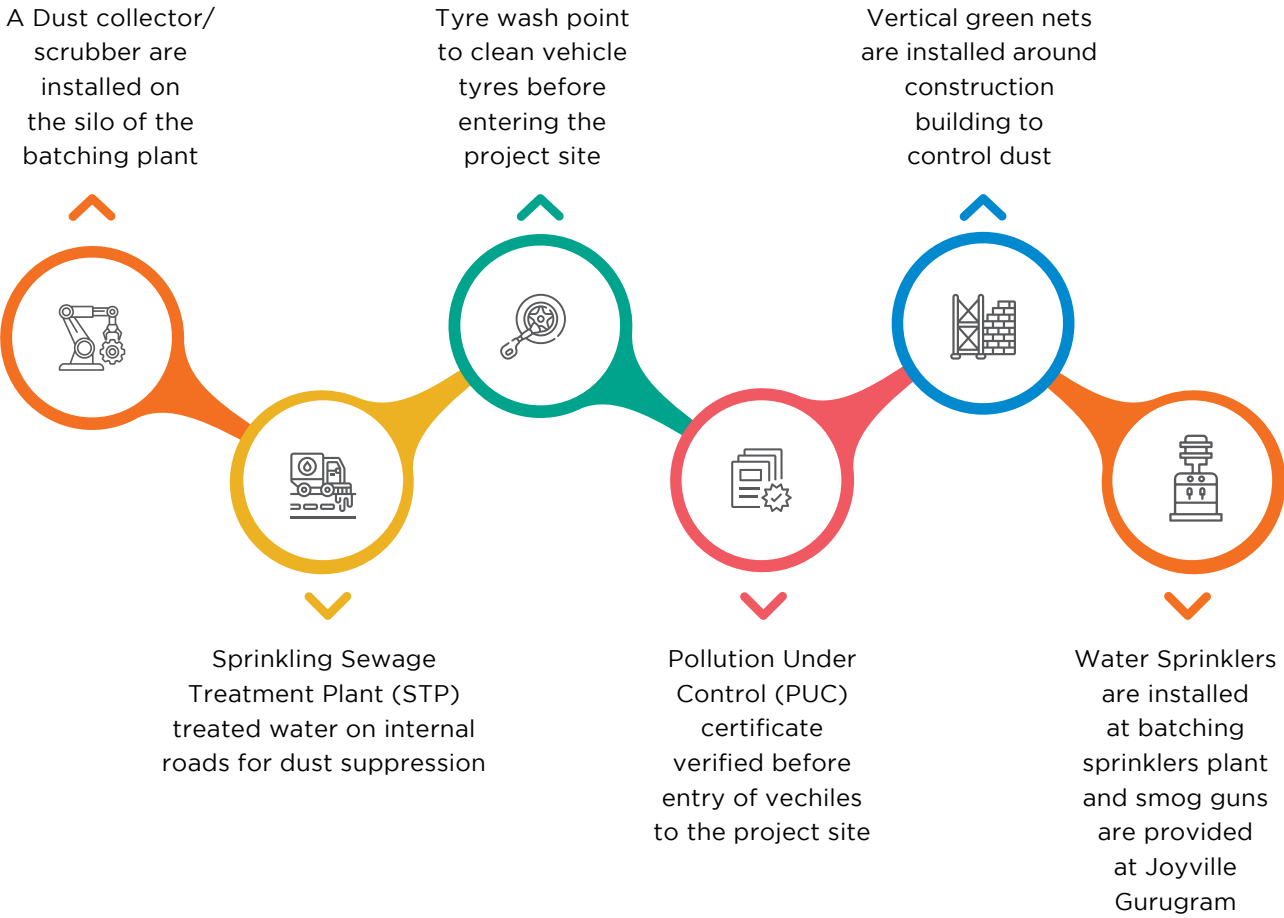
Solar panels are used as alternative source of energy for common area

Common solar heaters are provided to supply hot water at household level

*tCO₂e=tonnes of carbon dioxide equivalent

Joyville recognizes the importance of clean air for the well-being of our communities and the environment. Thus, we prioritize monitoring and controlling air emissions. Air quality monitoring is conducted on a quarterly basis. To ensure emissions are within permissible limits and minimize the impact on air quality, we have taken significant measures across our sites. A simple example to understand this is our efforts to reduce air-polluting activities caused by air movement.

OUR INITIATIVES TO CURB AIR EMISSIONS:



WASTE MANAGEMENT

Reduce, Reuse and Recycle (3R) is the mantra that we follow for our waste management practises at Joyville. Our environmental policy covers waste management strategies and to put this into action we have prepared a waste management plan, based on this, we are reducing waste at its source and ensuring proper disposal of hazardous materials. We avoid the use of single-use products and encourage sustainable consumption habits. At sites, we promote waste circularity, by reducing the waste generated, and recapturing the generated

waste, and using it as a resource instead. We use recycled materials wherever possible and optimize our waste generation.

The entity promotes efficient solid waste management through the construction of waste signage, providing waste separation facilities, and educating employees and contractors on waste management. On-site waste monitoring of hazardous and non-hazardous waste is also done on a regular basis.

Category	Quantity (MT)*
Plastic	1.42
E-waste	0
Bio-Medical	0.0051
Other Hazardous	0.25
Other Non-Hazardous Waste (includes biodegradable waste like food and non-biodegradable waste such as paper, cardboard, etc)	123
Total Waste Generated	125

MT=Metric ton

Waste Diverted from Disposal (MT)	Quantity (MT)
Recycled	0
Reused	1.42
Other recovery options	0
Recovery Total	1.42

Waste Directed to Disposal	Quantity (MT)
Incineration	0
Landfilling	123
Other recovery options	0.26
Disposal Total	123.26



WASTE REDUCTION & MATERIAL CONSERVATION INITIATIVES:

	Aluminium formwork is utilized, eliminating wood formwork for habitable tower areas which enhances reuse
	Plastic drums used for admixture, grease, etc. sent back to supplier for reuse
	Organic waste composters in residential projects to reduce environmental impact
	Solid waste in workers accommodation is managed through tie up with authorized waste collectors
	Scrap steel waste is reused for hard barricading, framing signage creating shoe racks, cloth drying area and in the workers accommodation, as well as for temporary platforms
	Debris from the sedimentation tank and batching plant is repurposed for backfilling
	Concrete cubes that have been tested are used for backfilling, constructing steps, passageways, and seating areas in the workers accommodation. Waste tyres and old drums are reused to make seating areas in workers' accommodations.
	Construction waste is reused for landfilling purposes and used for beautification
	The top fertile soil is reused within the site for landscaping

WATER QUALITY & WASTEWATER MANAGEMENT

Sustainable use of water is a vital step in ensuring availability of water for generations to come. We monitor and manage water consumption at our sites, and seek to reduce the use of water wherever possible. Joyville promotes water conservation through integrative design. We also consider requirements for planning, designing, and processing for both indoor and outdoor water checking and water supply.

We lay a strong emphasis on water efficiency. The design of the building is such that the rainwater is efficiently harvested. One way to optimize water consumption is by placing low-flow fixtures and on-site wastewater treatment facilities and thus reusing greywater for non-potable applications. Post-construction water monitoring done by water usage plays an important role in maintaining water efficiency measures.

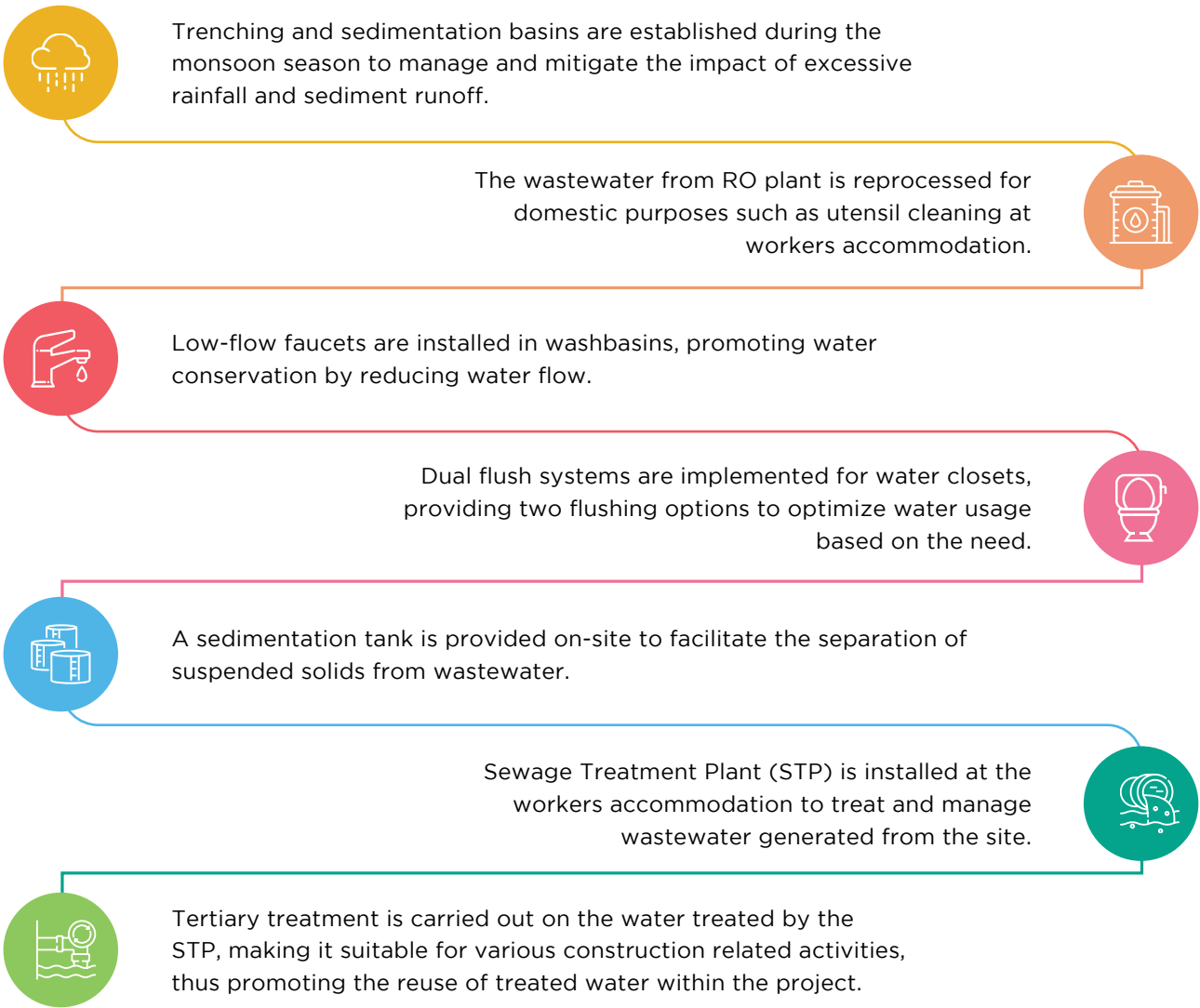
Sources (m3)*	FY 2022-23
Surface water	0
Ground water	4,928
Sea water	0
Third-party water	196,248
Others	0
Total Water Withdrawal	201,176
Total Water Consumed	201,176

Intensity	
Water use Intensity by Revenue generated (m3/Cr) in INR	260.92
Water use Intensity by Area (m3/million sq. ft)	0.029

*m³=Cubic Meters



WATER CONSERVATION INITIATIVES:



BIODIVERSITY AND HABITAT

At Joyville, careful land screening and selection criteria are followed to maintain environmental laws and regulations. Selection of sites for development are chosen that are not located in eco-sensitive areas. Protect, restore, and conserve are the main functions during the site selection process. For the protection and preservation of local, national, and international ecological resources, procurement policy helps obtaining goods or services without endangering any regional, national, or local ecological resources.

After studying and mapping the existing and proposed master plan and infrastructure, residential, commercial and industrial development, suitable locations within the target city are shortlisted.

Soil health is crucial for the future and thus, Joyville sites ensure the health and well-being of our soil through multiple measures. We plant trees at our site, which help prevent the erosion of soil. The fertile top soil is reused for our landscape, and for organic farming.



Actual Image

ENHANCING HUMAN CAPITAL



At Joyville, we recognize that our most valuable asset is our people. We understand that investing in human capital is essential for long-term success. This Sustainability Report FY 2022-23 highlights our commitment to enhancing human capital within our organization, focusing on key initiatives that empower our employees, foster their well-being, and cultivate a culture of innovation and ethical conduct.

Highlights

0

Injury rate and fatalities

15

Average hours of training for all employees

Our human resource endeavor is to actively support all efforts towards improved profits, growth and success. Success is not confined to only monetary profits but comprehensively covers quality and excellence in all our operations, growth, customer goodwill and leadership in business. Such well-rounded success brings a sense of well-being and high self-esteem to all employees. We have a comprehensive HR manual to ensure the well-being of our staff, encompassing policies to

ensure worker safety, diversity and inclusion, and community engagement, to name a few points. We are committed to being an equal opportunity employer in all aspects of our business, and we do not distinguish between caste, gender, creed, color, race, nationality, religion, age, or disability. We believe in equal wages for equal work for all genders, and all policies apply equally to all employees. The average remuneration ratio of women to men is 0.74 in 2022-23.

IMPROVING EMPLOYEE EXPERIENCE

In today's rapidly evolving business landscape, we consistently strive to improve employee experience and develop a more sustainable business model with a robust employment framework and a labor-related agenda as a responsible employer. We cover every touchpoint, from recruitment and onboarding to daily work, professional development, and offboarding. We believe that by investing in a positive and enriching employee experience will not only boost employee engagement, satisfaction, and productivity, but also contributes to attracting and retaining top talent. Even in challenging situations, we have made sure that our stakeholders, employees, and their family members feel secure. We offer various coverages and benefits, work

extensively towards the retention of more diverse talent. Our turnover rate is around 24%.

The performance appraisal system is a managerial and organizational process that helps in reviewing and improving the performance and capabilities of individuals, teams and the organization as a whole. It promotes a performance culture in the organization through proper linkages between performance and rewards. During the reporting year FY 2022-23, around 85 % male employees and 100% female employees received performance feedback and career advancement reviews via the company's appraisal system and recognition program.

Category	Performance Feedback
Senior Management	100%
Middle Management	88%
Junior Management	86%



AWARENESS AND CAPACITY BUILDING

At Joyville, we believe in investing in the development of our people to navigate challenges, drive innovation, improve performance, and create a sustainable competitive advantage. Through thoughtful assessment, tailored programs, and a supportive learning culture. Our comprehensive employee development and training programs

aim to enhance their professional capabilities and foster personal growth. We embrace a continuous improvement mindset, encouraging employees to seek opportunities for process optimization, innovation, and staying abreast of industry trends. We train our employees in an interactive manner on our culture tenets.

1 Individual ownership & accountability
Orientation to perform and achieve even under challenging circumstances.

2 Agility and adaptability
Ability to quickly respond to changes in the ecosystem.

3 Collaborative approach
A culture free from politics and a sense of togetherness.

4 Open and transparent culture
A culture with candor and sharing of information.

5 Customer focus
Building a profitable/sustainable business-based good understanding of customer requirements.

6 Developing and empowering teams
Building strong and diverse teams with freedom to operate.

7 Ethical approach in doing business
Doing what is right, all the time.

Category	Average training hours	Category	Average training hours
Female	18	Senior Management	16.5
Male	16	Middle Management	21
Average total	15	Junior Management	13.5

We also place focus on leadership ability enhancement and have programs around the same along with technical education-related opportunity for upskilling.

Accelerated Leadership Development Program (ALDEP): It is the flagship leadership development program of the company, introduced with a view to create an internal leadership pipeline, and also to offer fast-track career opportunities to high performing young engineers.

Company Sponsored E-PGPM from NICMAR (Pune): This course is to enhance managerial competencies in the functional as well as behavioral areas and to bring about a perceptible change in the overall personality of the chosen participant. This program is meant for potential candidates who have the ability to take on higher responsibilities in the near term, in the project management discipline.

Distance Learning and Part-Time Studies: We provide financial assistance to employees pursuing specialized training programs or courses that award certificates, diplomas or degrees, that could facilitate better job performance or career advancements for them.

Leadership Advancement Programs: This program aims to develop high potential mid-level executives for leadership roles, and creates a high-performance leadership culture in the organization.

High-Cost Training Programs: We regularly sponsor training programs conducted by reputed institutions to equip our employees with skill sets to take up challenging assignments in the future.

SP UDAAN Leadership Development Program: Spread across 20 to 24 months. The program provides a platform to upskill and share knowledge, learn the best business and people, the program management skills and interact with peers from the industry thereby enhancing your capabilities to take up more challenging and critical roles across the group.

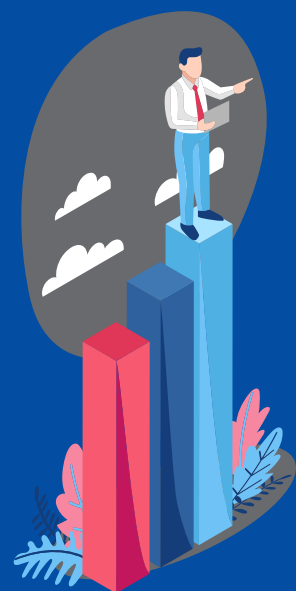
The Program is based on 4 key pillars – *Gyaan, Kriya, Sadhana and Sameeksha*.

- The *Gyaan* section will be covered by a General Management course (PGEMP Program at S.P. Jain Institute of Management & Research (Mumbai)) and Disha workshops (behavioral programs) by reputed facilitators
- *Kriya* will involve applying your knowledge for on-the-job business challenge/s (i.e., via a capstone project)
- *Sadhana* consists of participating in community services
- *Sameeksha* comprises periodical review meetings with the SP Group senior management (MDs, CEOs and HR Heads)

SHIKHAR

This is a leadership development initiative of SP Group designed to enhance leadership capability at Senior Management levels.

SHIKHAR participants, in groups of nine to seven (from across SP Group), come together with their unique skills and competencies to provide a solution. They will be having approximately nine months to work on the project. Each Action Learning program will go through three reviews in these nine months. In the first two reviews, the senior leadership team (Group MDs/CEOs/HR Heads) will share with each team their feedback with respect to the work done by them. In the final Program (ALP) review, the senior leadership team announces three winners.



DIVERSITY AND INCLUSION

We actively promote diversity and inclusion at all levels of the organization, ensuring equal opportunities for all employees and celebrating the unique perspectives and backgrounds they bring. The application of the Equal Opportunity Policy aims to eliminate discrimination in employment on the grounds of age, gender, disability, race, color, nationality or religion. We also aim to comply with equal opportunity legislations as applicable, and to follow good management practices. Joyville is an equal opportunity employer in all respects in its business. We expect our employees to treat all genders equally, with the same dignity and respect while dealing with them in their respective areas of operations. We do not distinguish between caste, creed, color or race. Joyville believes in ‘equal wages for equal work for all genders’ and we expect our employees to follow the same while working in their respective role. The company believes in performance and merit and expects managers to follow objective assessment of employees in their work performance.

If any employee believes certain activities are having an impact, they should inform the project team/ management to address it. A concern of this nature is referred to as a grievance. The grievances of employees include, but are not limited to:

1

Complaints pertaining to amount of wage, salary, other remuneration or benefits, timely disbursement of remuneration

2

Unethical behavior between senior and subordinate employees

3

Discrimination on the basis of caste, creed, language, religion, etc.

4

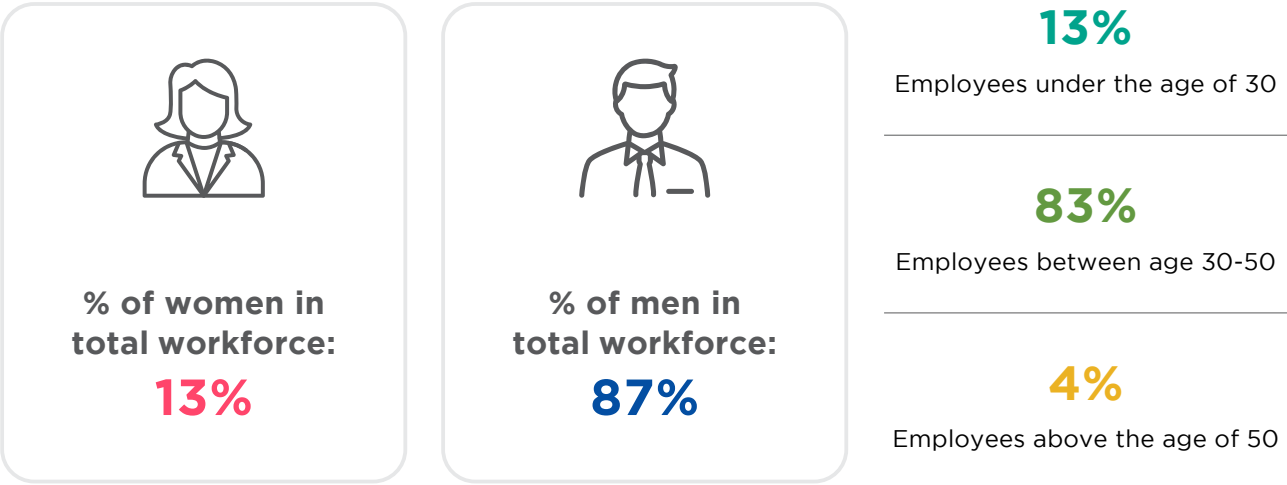
Working condition, health and safety of the employees

5

Gender discrimination

6

Workplace harassment



EMPLOYEE HEALTH AND WELL-BEING

Our endeavor has always been to prioritize well-being of our employees as this directly impacts their productivity, engagement, and overall satisfaction. We are in favour of work-life balance and to help our employees achieve the same we prioritize all forms of wellness such as mental, social and physical well-beings.

Integration of ergonomically suitable workplace has an impact on productivity impact on the productivity of employees, so considerations are made to ensure the overall comfort of employees in their workspace. We also conduct several employee engagement activities. Some of the other employee well-being initiatives followed include:

- Life insurance and health care:** Annual Health Check-up, Group Mediciam Policy, Group Personal Accident Insurance Policy.
- Retirement provision:** All our employees are covered under the scheme as per the Payment of Gratuity (Amendment) Act, 2018. An employee who completes four years and 240 days of continuous service (including the training period for the fresh entrants as trainees) in the company will be eligible to receive gratuity.
- Parental leaves:** We aim to provide a work-life balance for our employees and hence encourage them to take leaves. Parental leaves of up to 26 weeks is allowed for female employees and five days for male employees. During the current reporting cycle, four male employees and two female employee availed parental leaves. All employees who took parental leaves in FY22 continue to be a part of the organization.
- Educational support:** Joyville helps in processing employee requests for higher education. It recognizes that attainment of higher education is likely to help the employee acquire more knowledge, skill and self-confidence. Higher education is also likely to lead to development of higher capabilities which could be of benefit not only to the employee but also to the organization.

WORKERS' HEALTH AND WELL-BEING

Facilities



- The accommodation camps are provided to the workers on site with comfortable staying arrangements and well-ventilated rooms
- These are equipped with beds, sanitation facilities like toilets and bathing area and essential amenities such as lighting, fans, charging points, and storage trunks
- Recreation zone for leisure activities
- Proper waste management is ensured with separate wet and dry bins and spit bins
- Housekeeping services maintains cleanliness, while STP and RO systems ensure a clean water supply
- Regular fogging, sanitization, and pest control measures maintain a healthy environment
- There is a common kitchen area for workers who prefer to cook

Awareness Training



Joyville prioritizes comprehensive training through:

- Induction materials
- Awareness campaigns
- Classroom sessions.
- Daily toolbox talks
- On-site trainings reinforce safety protocols, including fire extinguisher use and equipment maintenance
- Mock drills
- HSE booklet at some sites are also available in Hindi and English, ensuring accessibility for all employees

Site Safety Measures



- Mandatory use of personal protective equipment (PPE)
- Use of measures like lifelines fall arrestors, and safety nets
- Working platforms prevent falls and accidents at heights
- Visual aids such as posters and banners to communicate
- Paramedic staff for employees to receive necessary medical attention
- In case of emergencies, a 24x7 ambulance equipped with medical personnel ensures prompt response
- A first-aid center is accessible for minor injuries, while a rescue man basket aids safe transportation. JSHPL promotes safety culture by rewarding safe workers

Workers Health



Joyville prioritizes employee health and safety by organizing:

- Health check-up camps
- Dental and eye check-ups
- Immediate medical assistance

OCCUPATIONAL HEALTH AND SAFETY

Joyville is committed to providing a safe and healthy workplace for all employees and ensuring that we carry out our operations in a manner that safeguards the environment and the community at large. We firmly believe that occupational health and safety (OHS) which is also a responsibility shared by every employee, and the promotion of an OHS culture is an integral part of all managerial functions. OHS is not regarded as a separate entity; instead, it is fully integrated into all execution activities, with the implementation of the necessary OHS measures entrusted to the operations units of Joyville.

The Environment Health and Safety department facilitates the implementation of the Joyville OHS Policy and closely monitors compliance within

the respective units. An Integral part of ensuring the health and safety of employees is identifying hazards and risks, preparing procedures, and setting up an incident investigation process, preparing procedures and setting up incident investigation process. All of these help us establish the risk but in order to prevent the occurrence of, risks we rely on providing training to our employees. We provide comprehensive training on workplace hazards, safe work practices, and emergency procedures. This training is mandatory for all employees and is periodically refreshed to ensure continuous awareness and knowledge. Daily toolbox talks are conducted to further ensure all workers are mindful of safety in their day-to-day activities.

Our Beliefs:



All accidents are preventable



Promoting a positive OHS culture and ensuring compliance with applicable OHS legislation



Providing training and resources to employees to help maintain OHS systems



Engaging contractors who aspire to adopt the same OHS standards in their work



No task is deemed so crucial that it justifies the risk of injury to individuals or harm to the environment



Identifying, eliminating, preventing, and controlling hazards and pollution that could lead to injury, illness, or environmental harm

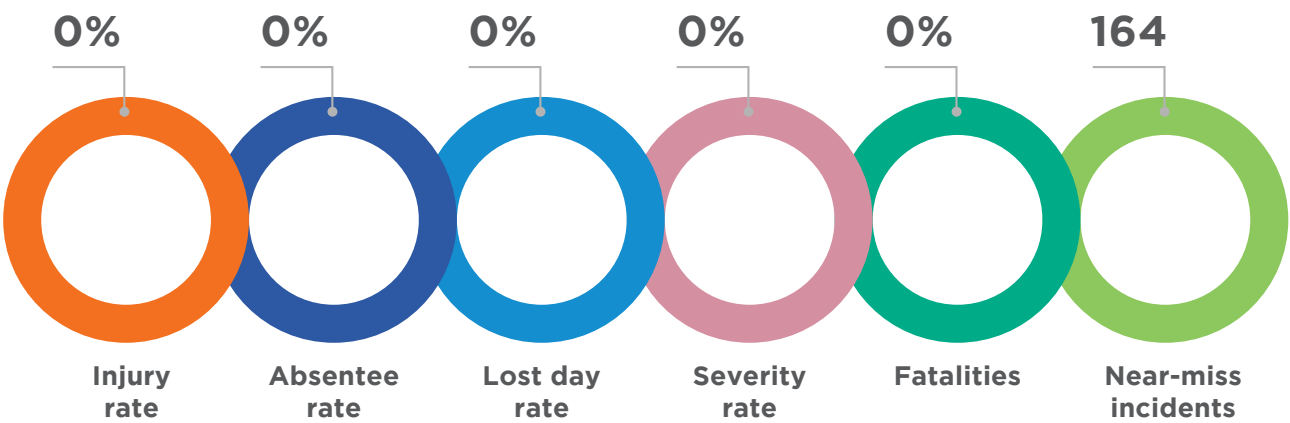


Integrating OHS procedures into every operation within the company




Continuously improving OHS management and performance

We track all safety-related metrics internally on a periodic basis, Environment Health and Safety department maintains oversight on records of all cases of injury and near-miss incidents on site.



We have established procedures for common site activities to standardize our safety procedure. These procedures help guide our workers on safe actions.

- | | | |
|---|--|---|
|  Use of Personal Protection Equipment |  Working at Heights |  Machine Safeguarding |
|  Maintenance & Use of Fire-Fighting System |  Scaffolding |  Electrical Works Safety |
|  Hot Works |  Power Tool Safety |  Operation of Dumpers |
|  Working in Confined Space |  External Cladding and Façade Work |  Storage of Chemicals |
|  Storage of Diesel/ Highly Flammable Liquids |  Use of Ladders |  Working at Night |

RESPONSIBLE VALUE CHAIN



We, at Joyville, believe that our long-term business success depends on our ability to continually improve the quality of services while protecting people and the environment. Hence, we are committed to meet the expectations of our customers and continuously strive to improve the effectiveness of our quality, health, safety and environment management system.

Highlights

Sustainable procurement policy objective based on triple bottom line approach

10+

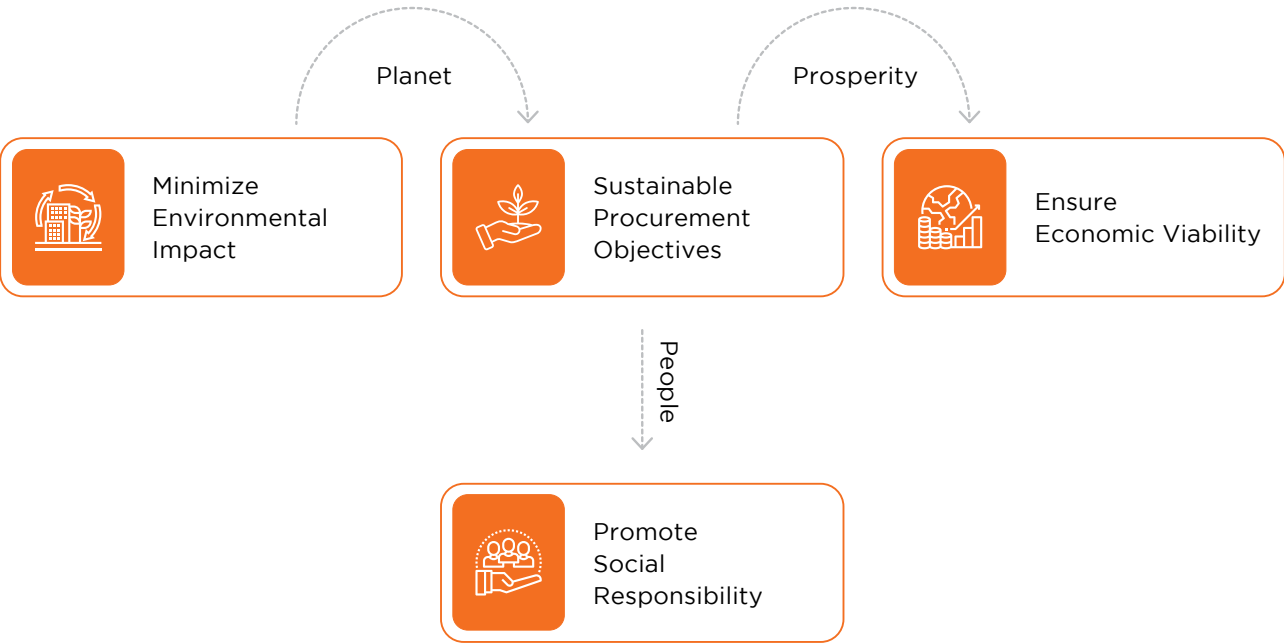
Occupant well-being measures

4+

Customer engagement initiatives

SUSTAINABILITY PROCUREMENT PROCESS

We have a sustainable procurement policy that guides all our procurement activities. We conduct these activities in a sustainable manner. Sustainable procurement objectives and practice that come from our sustainable procurement will help Joyville achieve triple bottom line goals.



Joyville prefers sourcing most of its raw materials locally thereby reducing carbon emissions associated with transportations and logistics. We consider the impacts of most of the materials we procure, and give preferences to suppliers who demonstrate sustainable practices. At present, as part of our procurement activities we source sustainable building materials like Autoclaved Aerated Concrete (AAC blocks), Fly Ash / Ground Granulated Blastfurnace Slag (GGBS) in cement and Pozzolana Portland Cement (PPC). Materials that disclose environmental impacts and packaging that can be easily recycled are preferred wherever feasible. We ensure usage of low health-hazard-causing materials in our projects and continually review and improve our procurement practices to align with the objectives.

OUR PROCUREMENT PRINCIPLES



Local
sourcing



Sustainable
supplier selection



Supplier
engagement



Continuous
improvement

OUR CUSTOMERS

Our customers drive the success of Joyville, and therefore, we motivate everyone in the company to contribute towards customer satisfaction. Customer safety is paramount in our policies, and we follow the highest standards to ensure their safety. We have a grievance redressal system that is accessible and easy to understand. We expect all commitments to the customers to be honored and grievance system to be at its best with regular improvements. Joyville’s product and service solutions are aimed at providing quality, simplified and efficient customer experience that shall increase potential tenants satisfaction. We understand that satisfied clients are more likely to recommend us to their connections. Thus, so far as a result of our dedication to provide the state-of-the-art facilities to our customers, we have not received penalties, sanctions, and show cause notices due to violations of product safety norms from any regulatory authorities.

CUSTOMER ENGAGEMENT



Customer awareness on sustainable practices:

- We publicize the benefits of green buildings at all our experience centers to ensure that the customers are aware of the benefits of our sustainable practices, not only to themselves, but also to the environment and society as a whole
- On World Earth Day, in order to enhance awareness among the budding champs, Joyville conducted drawing competitions



Importance of safeguarding our environment:

- We encourage our customers to be sensitive towards environment and involve them in activities such as plantation drives
- We promote use of eco-friendly transport. We have installed shared bicycle docking station inside the societies that can be accessed by customers through mobile application
- EV charging station provision at Joyville Virar, Joyville Sensorium, Joyville Hadapsar Annexe and Joyville Gurugram



Health & well-being awareness:

- Overall well-being of an depends on attributes such as mental and physical fitness. We thus promote activities for our customers like involving them in Yoga sessions and providing facility of gym as well



Joyville works right from the initiation of the project for providing occupants health and well-being. Thus, in the designing stage, prior to construction stage, we integrate these measures:

Common Occupant Health and Well-Being Measures:

- | | | | | | |
|----|------------------|----|---------------------|----|-------------------|
| 01 | Acoustic comfort | 05 | Acoustic comfort | 09 | Physical activity |
| 02 | Biophilic design | 06 | Illumination | 11 | Thermal comfort |
| 03 | Daylight | 07 | Inclusive design | 12 | Water quality |
| 04 | Humidity | 08 | Natural ventilation | | |

Joyville also focuses on health and well-being of customers after hand over which is done through post - construction. monitoring through customer relation managers by conducting surveys.



COMMUNITY WELL-BEING



Actual Image

We feel our responsibility towards the community. In this reporting year, Joyville started activities while proactively helping local communities grow. We have taken several CSR initiatives towards community health and well-being, enhancement programs for public spaces, and we also support charities and community groups.

Highlights

1400+

Students are provided with better learning infrastructure

70+

Families have solar light access

Action taken on 4 Sustainable Development Goals

We regularly carry out assessments to measure the impact we have had on local communities and conduct programs for community well-being.



Zilla Parishad School Shewalwadi, Hadapsar Annex

The community welfare activities at Manjri in November 2022 resulted in more than 500 students having access to cleaner, hygienic toilets and urinals. This initiative helped avoid open defecation. Upgrades like cupboards, mats, drinking water facilities, water tanks, etc., were also provided to improve infrastructure facilities. Maintaining a clean and hygienic environment and upgrading school supplies in schools are basic needs of students and help improve overall learning outcomes.

Government Girls High School, 4/8 Marla, Gurugram

Joyville in December 2022 was able to provide support to 900+ students with better school infrastructure. This includes upkeep of the classrooms, and providing new mats for seating, a microphone with a podium, etc. CCTV facility was also provided to improve the safety and security of young girls. Creating awareness and infrastructure facilities related to girls' hygiene helped in the overall development of the community.



Taricha Pada - Tribal Habitation, Arnala, Virar

An assessment of the area's needs, resources, and infrastructure was thoroughly performed. Community engagement activities in March 2023, provided valuable insights and ensured that the project aligned with the specific requirements and aspirations of the beneficiaries. This project impacted more than 70 tribal families. Solar streetlamp were installed and around 300 individuals can now rely on this source of light. Solar lights have contributed to community development by enhancing infrastructure and public spaces.



GRI CONTENT INDEX










Statement of use


















Joyville Shapoorji Housing Private Limited has reported the information cited in this GRI content index for the period April 1, 2022 to March 31, 2023 with reference to the GRI Standards.
















GRI 1 used














GRI 1: Foundation 2021 (GRI 101 does not include any disclosure)




GRI Standards	Disclosure	SDG Mapping	Section in report
GRI 2: General Disclosures 2021	2-1 Organisational details		Pg 3:About the report
	2-2 Entities included in the organization's sustainability reporting		Pg. 3: About the report
	2-3 Reporting period, frequency and contact point		Pg. 3: About the report
	2-4 Restatements of information		Pg. 3: About Joyville
	2-6 Activities, value chain and other business relationships		Pg. 4: About Joyville
	2-7 Employees		Pg. 20: Enhancing Human Capital
	2-8 Workers who are not employees		Pg. 23:Enhancing Human Capital
	2-9 Governance structure and composition		Pg. 7: Our Governance & leadership
	2-10 Nomination and selection of the highest governance body		Pg. 8: Our Governance & leadership
	2-11 Chair of the highest governance body		Pg. 7: Our Governance & leadership
	2-12 Role of the highest governance body in overseeing the management of impacts		Pg. 7: Our Governance & leadership
	2-13 Delegation of responsibility for managing impacts		Pg. 8: Our Governance & leadership
	2-14 Role of the highest governance body in sustainability reporting		Pg. 7: Our Governance & leadership
	2-15 Conflicts of interest		Pg. 8: Our Governance & leadership
	2-16 Communication of critical concerns		Pg. 9: Our Governance & leadership

GRI Standards	Disclosure	SDG Mapping	Location
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body		Pg. 8: Our Governance & leadership
	2-19 Remuneration policies		Pg. 8: Our Governance & leadership
	2-20 Process to determine remuneration		Pg. 8: Our Governance & leadership
	2-22 Statement on sustainable development strategy		Prospective Commitments
	2-23 Policy commitments		Pg. 8: Our Governance & leadership
	2-24 Embedding policy commitments		Pg. 8: Our Governance & leadership
	2-25 Processes to remediate negative impacts		Pg. 14: Climate Risk & Opportunity
	2-26 Mechanisms for seeking advice and raising concerns		Pg. 9: Our Governance & leadership
	2-27 Compliance with laws and regulations		Pg. 9: Our Governance & leadership
	2-28 Membership associations		Pg. 4: About Joyville
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement		Pg. 10: Stakeholder engagement & materiality
	3-1 Process to determine material topics		Pg. 11: Materiality Assessment
	3-2 List of material topics		Pg. 12: Materiality Assessment
	3-3 Management of material topics		Pg. 12: Materiality Assessment
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change		Pg. 13: Climate Risk and Opportunity
	201-3 Defined benefit plan obligations and other retirement plans	  	Pg. 22: Enhancing Human Capital
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Pg. 25: Sustainable Procurement
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		Pg. 8: Our Governance & leadership
	205-2 Communication and training about anti-corruption policies and procedures		Pg. 8: Our Governance & leadership
	205-3 Confirmed incidents of corruption and actions taken		Pg. 8: Our Governance & leadership

GRI Standards	Disclosure	SDG Mapping	Location
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	 	Pg. 8: Our Governance & leadership
	302-1 Energy consumption within the organization	   	Pg. 15: Energy Management
	302-2 Energy consumption outside of the organization		Pg. 15: Energy Management
GRI 302: Energy 2016	302-3 Energy intensity	  	Pg. 15: Energy Management
	302-4 Reduction of energy consumption	   	Pg. 16: Energy Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	 	Water Quality & Wastewater Management
	303-2 Management of water discharge-related impacts		Water Quality & Wastewater Management
	303-3 Water withdrawal		Water Quality & Wastewater Management
	303-5 Water consumption		Pg. 18: Water Quality & Wastewater Management
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity		Pg. 19: Biodiversity & Habitat
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	 	Pg. 16: Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	 	Pg. 16: Emissions
	305-3 Other indirect (Scope 3) GHG emissions	 	Pg. 16: Emissions
	305-4 GHG emissions intensity		Pg. 16: Emissions
	305-5 Reduction of GHG emissions		Pg. 16: Emissions

GRI Standards	Disclosure	SDG Mapping	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	  	Pg. 17: Waste Management
	306-2 Management of significant waste-related impacts		Pg. 17: Waste Management
	306-3 Waste generated	  	Pg. 17: Waste Management
	306-4 Waste diverted from disposal	 	Pg. 17: Waste Management
	306-5 Waste directed to disposal		Pg. 17: Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken		Pg. 20: Enhancing Human Capital
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	  	Pg. 22: Enhancing Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	 	Pg. 22: Enhancing Human Capital
	401-3 Parental leave	 	Enhancing Human Capital

GRI Standards	Disclosure	SDG Mapping	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		Pg. 23: Occupational Health & Safety
	403-2 Hazard identification, risk assessment, and incident investigation		Pg. 14: Climate Risk & Opportunity
	403-3 Occupational health services		Pg. 24: Enhancing Human Capital
	403-4 Worker participation, consultation, and communication on occupational health and safety		Pg. 23: Enhancing Human Capital
	403-5 Worker training on occupational health and safety		Pg. 23: Enhancing Human Capital
	403-6 Promotion of worker health		Pg. 23: Enhancing Human Capital
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Pg. 24: Occupational Health & Safety
	403-8 Workers covered by an occupational health and safety management system		Pg. 23: Enhancing Human Capital
	403-9 Work-related injuries		Pg. 24: Occupational Health & Safety
	403-10 Work-related ill health		Pg. 24: Occupational Health & Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		Pg. 21: Enhancing Human Capital
	404-2 Programs for upgrading employee skills and transition assistance programs		Pg. 21: Enhancing Human Capital
	404-3 Percentage of employees receiving regular performance and career development reviews	  	Pg. 20: Enhancing Human Capital
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	 	Pg. 22: Enhancing Human Capital
	405-2 Ratio of basic salary and remuneration of women to men	  	Pg. 20: Enhancing Human Capital

GRI Standards	Disclosure	SDG Mapping	Location
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		Pg. 27: Community Wellbeing
	413-2 Operations with significant actual and potential negative impacts on local communities		Pg. 27: Community Wellbeing
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken		Pg. 25: Sustainability Procurement
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Pg. 26: Our Customers
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Pg. 26: Our Customers
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Pg. 9: Our Governance & leadership



Disclaimer: This Sustainability Report FY 2022-23 contains, inter alia, our Organisation's forward-looking statements, which are based on current expectations, estimates, forecasts, and projections in our area of business and the beliefs and assumptions of our management. They contain predictions which are inherently subject to risks, uncertainties, and assumptions that are difficult to predict. The goals mentioned herein are aspirational and the other data/information herein is to the best of our knowledge and belief. All forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any such statement. We may have relied on certain data/documents sourced from external/third party consultants and expressly disclaim any liability for such information and the use of it. Any reproduction, retransmission or other use of this Report is prohibited.