

# SUSTAINABILITY REPORT

2023-24





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# MESSAGE FROM THE MANAGING DIRECTOR

Dear Stakeholders,

The real estate sector is unique in terms of its contribution to the global environment and societal footprint, and the possibilities that it offers for the implementation of sustainable practices. India currently is at the cusp of a strong growth trajectory that will necessitate the development of aspirational/mid-segment housing for millions. As a signatory to the Paris Agreement, India has international commitments on environmental goals. India is also committed to achieving the UN Sustainable Development Goals (SDGs) which encompass multiple social development needs. A sustainable development model for real estate is imperative for our nation to balance its economic, environmental and social goals.

Joyville Shapoorji Homes is proud to be playing a strong role in creating Housing infrastructure with quality matching international standards, as evinced by our certifications on quality, services, environmental safety, and occupational health and safety standards. As one of the leading developers in the aspirational housing segment in India, we are consciously charting a low-carbon and sustainable development pathway.

We have incorporated environmental, social and governance (ESG) principles into our core strategy and operations to ensure that while we raise the bar for the aspirational/mid-segment housing segment in India, we keep sustainability at the core of our efforts. We are pleased to present our second edition of Sustainability Report for FY 2023-24. This report is a testament to our continued commitment to transparency in our sustainability metrics and progress. In the process of preparing the report, we have had the opportunity to reflect on our sustainability journey that we started two years ago.

We have come a long way from identifying the key sustainability metrics, to rolling them out in the organisation with the bedrock of a strong ESG governance process. ESG governance process has ensured the alignment of functional teams with the organisation's ESG philosophy and goals. Our ESG philosophy combines top-down strategic direction and bottom-up insights from the field to ensure that plans related to sustainability are made with the right mix of ambition and pragmatism.

The functional teams are aligned to focus on material ESG issues such as energy efficiency, water use and management, waste and circulatory, occupational health and safety, business ethics, etc. In recent months, we have also experienced severe climate conditions in certain parts of India. Given the criticality of climate change and threats it poses to our business, we have also assessed six of our sites for acute and chronic physical risks, and are preparing for mitigating actions. As part of our ongoing commitment to transparency in sustainability practices, we participated in the annual GRESB Reporting for Real Estate.

This report illustrates the metrics that we have considered for material ESG issues and our constant endeavours to make progress on the same. We believe that no action is too small when it comes to keeping our organisation on the sustainable development pathway. Our multiple action on energy efficiency, water conservation, waste management, local procurement, etc. are adding up to significant savings in resource utilisation as we continue to offer more homes in the market.

Our focus on people continues to be strong as we create a diverse, cohesive and inclusive organisation with equal opportunity for all. We are proud to have implemented various initiatives and programmes on occupational health and safety to emphasise the importance of individual wellbeing and to create a culture that fosters these values.

Our Sustainability Report for FY 2023-24 is a reminder to us that our sustainability journey is progressing on the right track and yet there is a long pathway ahead. Our environmental challenges especially climate change and water resources will increase in severity in the coming years. We are confident that our actions on ESG, steadfast commitment to safety, quality and business ethics will help us realize our vision of sustainable development of aspirational homes.

**Mr. Sriram Mahadevan**

Managing Director

Joyville Shapoorji Housing Private Limited (JSHPL)





# ABOUT THE REPORT

Joyville Shapoorji Housing Private Limited (JSHPL), known as 'Joyville®', is pleased to present its second edition of the Sustainability Report for FY2023-24. This report stands as a testament to our unwavering commitment to transparency and meaningful disclosure to our stakeholders.

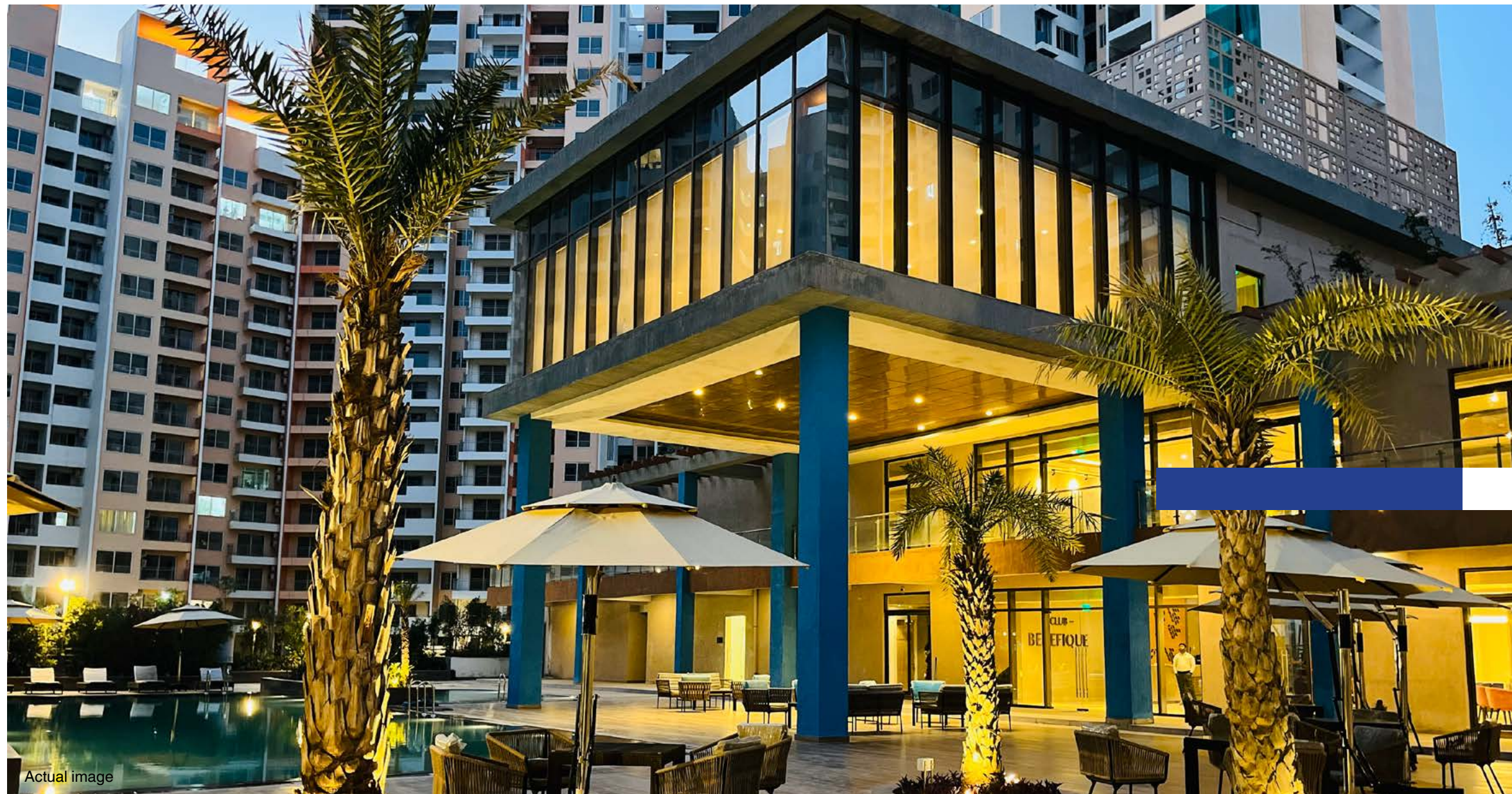
Motivated by our dedication to sustainable growth, this document showcases Joyville's operational endeavours towards environmental and social sustainability. It serves as a comprehensive response to the escalating demand within the real estate sector for meticulous evaluation of non-financial advancements. Acting as a transparent communication

avenue, it caters to the information requirements of all invested parties, delving into Environmental, Social, and Governance (ESG) concerns relevant to our operational framework and beyond.

We meticulously scrutinise our Key Performance Indicators (KPIs) against each invested capital, harmonising them seamlessly with the benchmarks set by the GRI 2021 Standards. This alignment not only reinforces the credibility of our evaluation but also underscores our unwavering commitment to adhering to globally recognised standards of excellence.

## SCOPE AND REPORTING BOUNDARY

Joyville's Sustainability Report for FY2023-24 provides a comprehensive overview of all sustainable activities undertaken from April 1, 2023, to March 31, 2024. The reporting boundary encompasses real estate assets owned and operated by Joyville, including six projects: Joyville Virar (Mumbai), Joyville Sensorium at Hinjawadi (Pune), Joyville Gurugram (Haryana), Joyville Hadapsar Annexe (Pune), Joyville Celestia (Pune) and Joyville Western Heights near Santragachi (Howrah, Kolkata). This year, Joyville has handed over one of its projects, Joyville Sensorium to the Apartment Members Association (Apex Body). As an organisation primarily engaged in real estate development, with a focus on the aspirational mid-housing segment, there were no deviations from our core business during the fiscal year under review.



Actual image



## REPORTING REFERENCE



This sustainability report is prepared with reference to the GRI standards, ensuring transparency, consistency, reliability, completeness, and materiality in reporting. It tracks our ESG initiatives and achievements during the fiscal year, alongside outlining a roadmap for the future. Additionally, the report aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework and the Sustainable Development Goals (SDGs). With these disclosures, we aim to provide holistic information transparently. The GRI index in the appendix offers disclosure mapping for further clarity. The report is also accessible on our company website at: <https://www.joyvillehomes.com/sustainability/>. We value our stakeholders and encourage them to share concerns and feedback on this report by contacting us at: [cs-spre@shapoorji.com](mailto:cs-spre@shapoorji.com)

## ABOUT JOYVILLE

### HIGHLIGHTS

No. of cities

**Mumbai Metropolitan Region (MMR), Pune, Kolkata, National Capital Region (NCR)**

Planned units for development

**About 12,000**

Handed over units till Mar '24

**2,873**



## OUR BUSINESS AND AFFILIATIONS

Joyville is a proud member of the 158-year-old Shapoorji Pallonji Group, drawing from a rich heritage of excellence and a profound understanding of value. Rooted in the expertise of Shapoorji Pallonji, Joyville has consistently elevated the aspirational housing segment in India. Our vision for premium real estate and residential solutions has significantly enhanced the quality of life for our customers.

Joyville's Sustainability Report for FY 2023-24 offers investors an all-encompassing perspective of our operations and the real estate sector. Our developments feature enhanced amenities, efficient space utilisation, and a deep sense of satisfaction, which are intrinsic to Joyville's ethos. With a resourceful approach, innovative mindset, value driven strategies, and in-house construction expertise, we consistently deliver maximum value to our customers. Transparency, trust, consistency, and unparalleled experience are the pillars that enable us to exceed expectations at every step.

Our commitment to the highest standards is evident in every aspect of our work. From the meticulous craftsmanship in our buildings to the exceptional customer service and carefully designed project amenities, we maintain an unwavering dedication to excellence. Our heritage and our approach to business inspire confidence among our investors, providing them with peace of mind and a genuine sense of achievement.

By aligning with Joyville, stakeholders are partnering with a force that creates not just buildings, but lasting satisfaction, profound fulfilment, and unwavering trust

Joyville is a proud and **active member of the National Real Estate Development Council (NAREDCO)**, functioning under the Ministry of Housing and Urban Affairs, Government of India. This resourceful and knowledge-driven affiliation aids in enhancing the standards of building construction, real estate development, and marketing of our products and services.



Our commitment to safety is not just a statement, but a recognised achievement. We are proud to announce that we have taken the membership of the National Safety Council and received the prestigious 2<sup>nd</sup> Level Shreshtha Suraksha Puraskar for Outstanding Performance in Occupational Health & Safety for FY 2023-2024.

## MISSION

At Joyville, we aim to consistently elevate the living standards of young Indians, offering homes that combine quality, innovation, and sustainability to enrich their everyday lives.



## VISION

At Joyville, we strive to be the gold standard in providing aspirational living solutions in India, creating homes that empower our customers with an enhanced lifestyle

## KEY BRAND VALUES



Trust



Reliability



Respect



Quality



Commitment



Transparency



## OUR MILESTONES

### Joyville Formed

**2015**

**Joyville Howrah**  
Project acquired

**2016**

**Joyville Howrah**  
Project launched  
**Joyville Virar**  
Project acquired

**2017**

**Joyville Howrah**  
Project construction commenced  
**Joyville Virar**  
Project launched & construction commenced  
**Joyville Sensorium**  
Project acquired

**2018**

**Joyville Sensorium**  
Project launched  
**Joyville Gurugram**  
Project acquired

**2019**

**Joyville Gurugram**  
Project launched  
**Joyville Hadapsar Annexe**  
Project acquired

**2024**

**Joyville Virar**  
Received OC for one tower

**2023**

one additional tower of **Joyville Virar**  
received OC  
**Joyville Gurugram**  
OC received for six towers (three more towers  
added as compared to last year)  
3 towers launched by **Joyville Celestia**  
for FY 23-24

**2022**

six towers in **Joyville Sensorium**  
received Occupancy Certificate  
**Joyville Western Heights (Howrah)**  
Project launched

**2021**

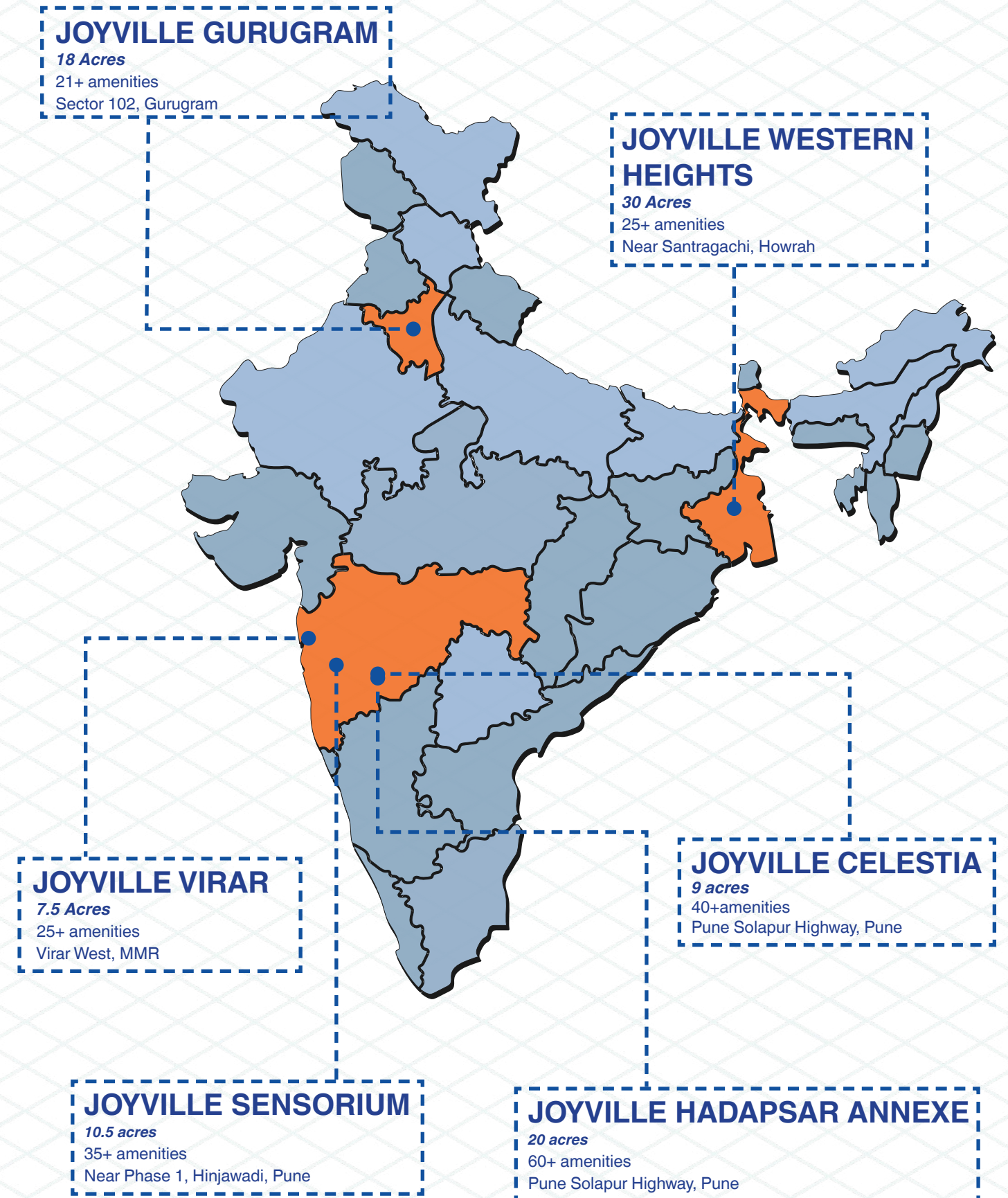
**Joyville Hadapsar Annexe and  
Joyville Sensorium**  
Construction commenced for one additional tower  
**Joyville Western Heights (Howrah)**  
Received Completion Certificate for 1 tower  
**Joyville Virar**  
Received Occupancy Certificate for 3 towers

**2020**

**3 Towers of Joyville Western  
Heights (Howrah)**  
received Completion Certificate  
**Launched Joyville Sensorium  
& Joyville Hadapsar Annexe**

## OUR 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.



## AWARDS & CERTIFICATIONS

# 91/100

## 3<sup>rd</sup> in Asia

in the Global Real Estate Sustainability Benchmark (GRESB)

Status: Non-listed

Property Type: Residential: Multi-family: High-rise Multi-Family



Recognition in ESG domain:

### 3 OUT OF 6 SITES

Received the 13<sup>th</sup> CIDC  
Vishwakarma Award for  
Construction Health, Safety  
and Environment in 2024

We are

### ISO 9001, 14001 and 45001 certified!



### JOYVILLE GURUGRAM

Received the 5<sup>th</sup> ICC National Occupational Health and  
Safety Awards 2023 for Construction and Infrastructure

### JOYVILEE VIRAR

Received the Best Residential project-West Zone by  
CNBC Awaaz and the 11<sup>th</sup> Global Safety Summit Awards  
in Occupational Health and Safety



### Joyville Western Heights

Received Apex India Green Leaf Award-Environment  
Excellence Gold Award



### Joyville Hadapsar Annexe

Received the Harit Bharat-Waste Management and NATIONAL  
SAFETY COUNCIL AWARD-2023-24 – 2<sup>nd</sup> level Shreshtha Suraksha  
Puraskar





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# CORPORATE GOVERNANCE

## INTEGRATING SUSTAINABILITY PRACTICES THROUGHOUT THE BUSINESS CYCLE

Our organisation has established a well-defined governance structure that clearly delineates the roles and responsibilities within the company. Effective governance is crucial for business success, and we employ a comprehensive governance approach that emphasizes transparent and equitable practices, fostering trust and confidence among our stakeholders. The appointment and terms of these positions in this structure is in line with the national laws with the terms and conditions for independent directors. These principles have helped us build a solid reputation as a trustworthy and responsible entity which prioritises the interests of all stakeholders.

Since our inception, we have maintained a strong focus on identifying and managing business risks. We consistently employ strategies to mitigate and hedge these risks guided by our investors, promoters, and the board. As a part of our standard practices, we have implemented internal financial control systems and other measures to effectively assess risks. Our management team takes proactive steps to address these risks as necessary. The Board of Directors holds the highest level of authority within the organisation and is entrusted with the responsibility of ethically formulating and implementing our strategic initiatives.

## HIGHLIGHTS

+10

Policies covering ESG

3

Committees for governance

0

Human Rights Violation, POSH Harassment cases and Anti-bribery and corruption instances.

## Banking Operations Committee

The Board of Directors has established a Banking Operations Committee, comprising two directors: a non-executive director and the managing director. This committee is tasked with adhering to the terms of reference set by the Board of Directors. Its primary responsibilities include overseeing banking-related matters such as account operations, authorisation, monitoring, investments, and managing overdraft facilities within the limits prescribed by the Board.

## ESG Committee

Our ESG Committee is instrumental in driving the execution of ESG initiatives to meet our commitments and goals. The committee ensures compliance with ESG regulations, effective reporting standards, and overseeing other related disclosures. It also fosters effective communication and capacity building through necessary mentoring and training, further solidifying our dedication to ESG principles.

## LEADERSHIP TEAM AND COMMITTEES

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



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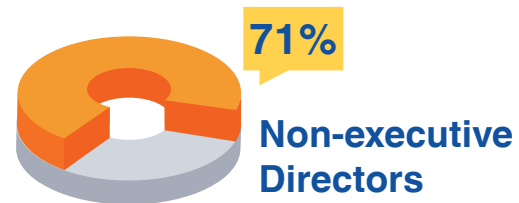
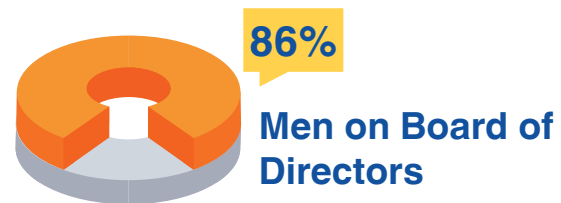


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## Audit Committee

We have voluntarily established an audit committee consisting of a non-executive director, an independent director, and the managing director. The Audit Committee adheres to the terms of reference set by the Board of Directors. Its responsibilities include reviewing internal financial controls and risk management systems, monitoring related party transactions, and recommending the financial statements to the Board.



## NOMINATION AND REMUNERATION PROCESS

For the Board of Directors, Joyville receives nominations from both promoters and investors. Promoters are allowed to nominate up to two members, while three investors each have the right to nominate one member. Additionally, the Board includes independent directors.

Compensation is a key factor for employees, and we strive to offer competitive salaries. We recognise that individuals choose a Company not only for financial benefits and higher positions but also for job satisfaction, growth opportunities, and a work environment that reflects the Company's values, and culture.

Employee remuneration is reviewed periodically, taking into account industry practices, cost of living, the Company's ability to pay, past performance, responsibility, and experience. The Human Resources (HR) department diligently manages all aspects of remuneration during hiring, new recruitments, and appraisals, ensuring that each employee is valued and respected.



## OUR PEOPLE

### Employee Code of Conduct

Our Employee Code of Conduct policy is a comprehensive framework designed to guide our employees in their interactions with colleagues, supervisors, and the broader organisation.

### Encouraged Conduct

- Expressing oneself freely
- Engaging in open communication
- Adhering to the established code of conduct
- Promoting a respectful and collaborative work environment

### Prohibited Conduct

- Causing offense to any stakeholder
- Engaging in significant disputes
- Disrupting workplace harmony



## DISCIPLINARY ACTION

When someone breaks established rules and regulations, disciplinary measures can be enforced to uphold accountability and foster a productive and ethical environment at Joyville. The type of disciplinary actions taken depends on the nature and seriousness of the violation.



The Head of Human Resources oversees the daily implementation and monitoring of this policy, providing clarity on its interpretation as needed. Managers at all levels are responsible for ensuring their teams are well-informed about and understand the policy.

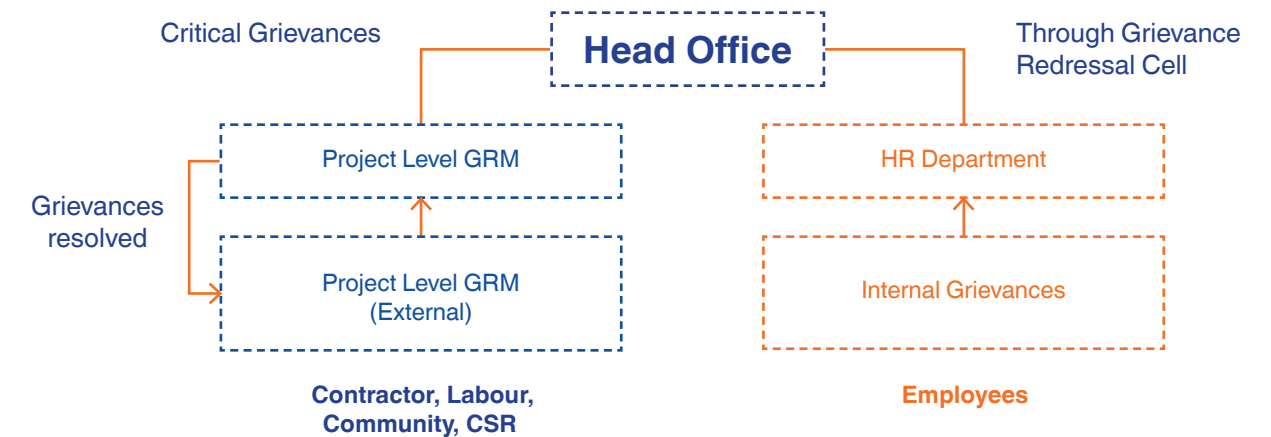
In cases of corruption, theft, embezzlement, or any other illegal activities, our company reserves the right to initiate legal proceedings. Violations of our established rules and regulations will result in disciplinary action, tailored to the nature and severity of the infraction, to uphold accountability and maintain an ethical, productive work environment.

## GRIEVANCE REDRESSAL MECHANISM & PRINCIPLES

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

JSHPL has established a system to receive and resolve concerns and grievances from affected individuals regarding physical and economic displacement and other project impacts, with particular attention to vulnerable groups. It promptly addresses concerns and complaints through an understandable and transparent process that is gender-responsive, culturally appropriate, and easily accessible to all at no cost and without fear of retribution.

The mechanism also has access to the country's judicial or administrative remedies. The grievance coordinator is responsible for the effective implementation of the Grievance Redressal Mechanism (GRM) and coordinates all activities related to resolving concerns and complaints. Before project implementation, JSHPL informs the affected individuals about this mechanism. It includes provisions to address grievances from JSHPL staff, construction workers, contractors, subcontractors, the community, and other service providers, ensuring that any labour or other issues raised are effectively resolved.





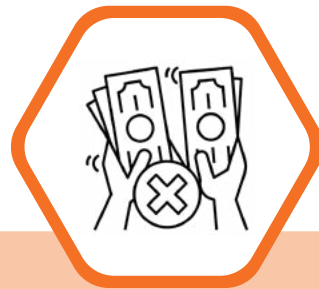
## OUR POLICIES

Our policies typically outline the Company's commitment to sustainability, which serves as the guiding principle we follow



### WHISTLE BLOWER POLICY

We believe that our long-term business success depends on our ability to continuously improve the quality of our services while protecting people and the environment.



### ANTI-CORRUPTION AND BRIBERY POLICY

We discourage employees from accepting gifts from clients or partners and strictly prohibit any form of bribery, whether benefiting external or internal parties.



### ACCEPTABLE USAGE POLICY

The Acceptable Usage Policy establishes guidelines for the proper use of Joyville's Information Technology (IT) infrastructure and assets



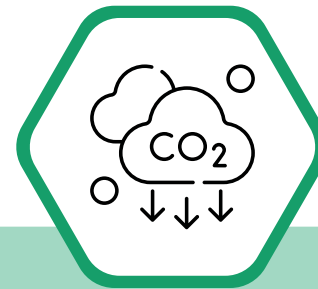
### SHAREHOLDER RIGHTS POLICY

Joyville values its shareholders and is dedicated to maintaining positive relationships with them. This policy communicates the rights of our shareholders.



### ENVIRONMENT POLICY

This policy affirms our commitment to protecting the environment by minimising the negative impact of our operations.



### NET ZERO POLICY

Joyville recognises the urgent need to address climate change and reduce greenhouse gas (GHG) emissions. This policy reflects our commitment to creating a more sustainable environment for all.



### QUALITY, HEALTH, SAFETY AND ENVIRONMENT (QHSE) POLICY

We believe that our long-term business success depends on our ability to continuously improve the quality of our services while protecting people and the environment.



### HR POLICY

We believe that our cherished values need to be explicitly stated as they profoundly influence employee behaviour and provide clear direction.



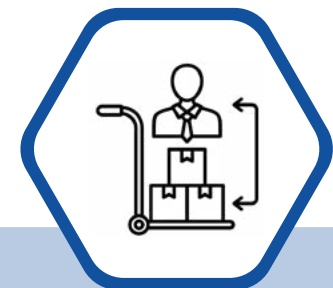
### EQUAL OPPORTUNITY POLICY

Our Equal Opportunity Policy aims to eradicate employment discrimination based on age, gender, disability, race, colour, nationality, or religion. It also seeks to comply with relevant equal opportunity legislation and uphold good management practices.



### SUSTAINABLE PROCUREMENT POLICY

We ensure that all procurement activities are conducted sustainably, minimising environmental impact, promoting social responsibility, and supporting the local economy.



### SUPPLIER CODE OF CONDUCT POLICY

This code outlines the minimum standards that our suppliers must meet to conduct business with us responsibly and ethically





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# NAVIGATING STAKEHOLDER DYNAMICS AND MATERIALITY

## HIGHLIGHTS

**11+**

Primary and Secondary Stakeholders

**3**

Step materiality assessment process

**13**

Identified material topics

## OUR APPROACH

At Joyville, we understand the critical importance of proactive stakeholder engagement, which is vital for amplifying stakeholder value and cultivating enduring connections. Our main aim revolves around the constant enhancement of value for our stakeholders. We remain unwavering in our commitment to nurturing mutually advantageous relationships with all pivotal stakeholders, whose essential roles are the backbone of our Company's success. Real estate initiatives exert considerable influence on local communities.

By actively engaging with community stakeholders, we gain a deep understanding of consumer needs, effectively address potential issues, and encourage collaboration. This strategy fosters harmonious relationships and secures community backing for future endeavours. Interaction with relevant governmental and regulatory bodies is crucial for maintaining compliance, gaining regulatory insights, and expediting our approval processes. These engagements also aid in navigating intricate regulatory landscapes.

Joyville's interactions with investors and shareholders are anchored in a strategy of maintaining open, transparent communication. This approach is realised through consistent meetings, investor briefings, and detailed reports. Such activities generate stakeholder awareness, keep them engaged, build confidence, and secure their long-term commitment.

Joyville's team has meticulously identified stakeholders who can directly influence or be directly influenced by our projects as primary stakeholders. Conversely, those with an indirect impact or who are indirectly affected are categorised as secondary stakeholders. This distinction enables us to tailor our engagement strategies to effectively meet the unique needs and concerns of each group, ensuring that all perspectives are considered and valued in our decision-making processes.



Primary Stakeholder	Group	Secondary Stakeholder
<ul style="list-style-type: none"> <li>• Sub-contractors</li> <li>• Contractual Labourers</li> <li>• Landowners, land users, agricultural labourers (if applicable)</li> <li>• Communities within 1 km from the project boundary</li> <li>• Project affected families</li> </ul>	Community	<ul style="list-style-type: none"> <li>• Local community outside the immediate impact zone of the project</li> <li>• Non-government organisations, interest groups or other civil society groups</li> </ul>
<ul style="list-style-type: none"> <li>• Gram panchayats/ Urban local bodies</li> <li>• Local municipal authorities</li> <li>• Town planning authorities</li> <li>• Regional development authorities</li> </ul>	Institutional Stakeholders	<ul style="list-style-type: none"> <li>• Institutions (schools, health centers) within 5 km of the project boundary</li> </ul>
<ul style="list-style-type: none"> <li>• Ministry of Environment, Forests &amp; Climate Change</li> <li>• State Department of Environment, Pollution Control Board, Labour Commissioner</li> </ul>	Government Bodies Other Groups	<ul style="list-style-type: none"> <li>• Traffic Department</li> <li>• District/Municipal Administration</li> <li>• Developments within 5km distance of project boundary Media</li> </ul>

## ENGAGEMENT WITH OUR KEY STAKEHOLDERS

Stakeholder engagement involves sharing information and communicating with stakeholders. To achieve our goal of collaborating with stakeholders, we conduct engagement through a diverse range of activities and communication channels, such as:

### Employees

- Training on Health and Safety, Code of conduct, HR, ESG
- Robust Grievance Redressal mechanism in Place

### Workers

- Training on Health and Safety, Code of conduct, HR, Machine safety, Use of PPE and ESG
- Internal audits done at site level

### Supplier and Contractors

- Training on Code of conduct, HR, and ESG
- E&S -related compliance metrics have been added in Pre-qualification & Evaluation forms

### Customers

- Engagement in the form of awareness sessions on sustainable practices & health and well-being
- Occupant Health and Well-Being Measures taken

### Customers and Communities Engagement

- Engagement in the form of awareness sessions on sustainable practices, health and well-being
- Occupant Health and Well-Being Measures taken

### Government and Regulatory Bodies

- Proactive in following regulatory compliances, E&S compliances, and tax revenues
- We also have a robust corporate governance body

### Investors

- Monitoring and reporting in ESG commitments on regular basis
- Appoint third party auditors for ESG compliance



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## MATERIALITY ASSESSMENT

Materiality involves identifying the sustainability topics that are most significant to an organisation's operations and its stakeholders. This assessment is crucial for determining the ESG (Environmental, Social, and Governance) priorities that are vital for Joyville and its stakeholders.

In the process of identifying these material issues, we have taken into account the relevant aspects considered by our industry peers. Subsequently, the senior management carefully deliberated on these aspects to evaluate their potential impact, both in terms of likelihood and severity. As a result of this thorough evaluation, we have finalized the key material aspects for Joyville for the fiscal year 2023-24.

This report outlines our management strategy and Key Performance Indicators (KPIs) for each of these material aspects. The identification of these critical issues has been informed by engaging with our stakeholders and benchmarking against industry standards.



## Process

### Identification of Material Topics

We perform a comprehensive desk review to pinpoint significant topics relevant to the real estate sector. This involves analyzing current and emerging industry trends, business risks, and the practices of similar companies. Based on this assessment, we create a preliminary list of crucial topics.

### Stakeholder Engagement

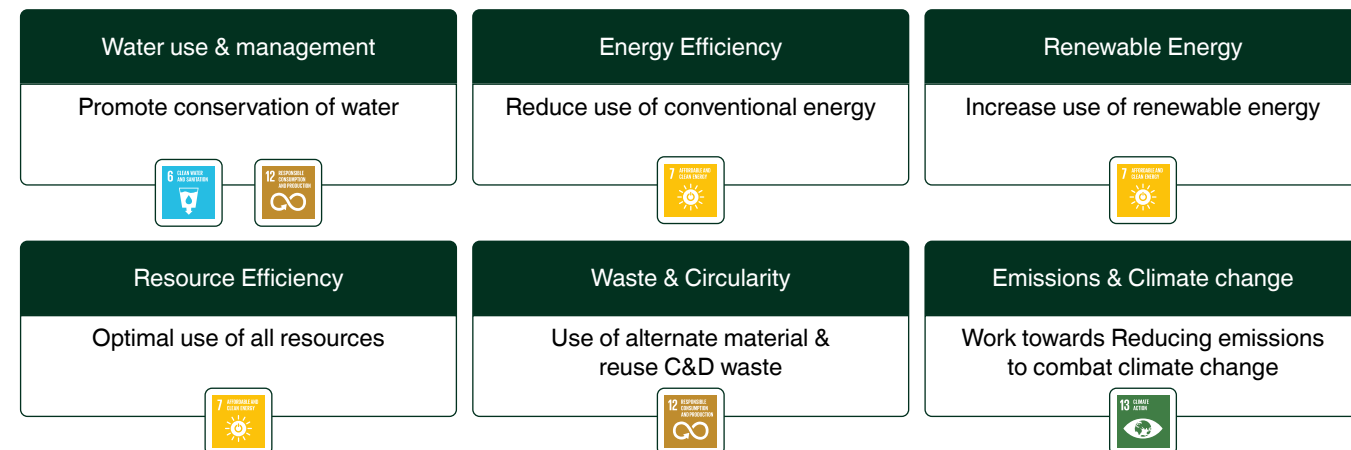
We identify key stakeholder groups and consult with them to gather feedback on the identified material topics. This process aims to incorporate their concerns and expectations into our materiality assessment, ensuring alignment with stakeholder perspectives.

### Data Analysis

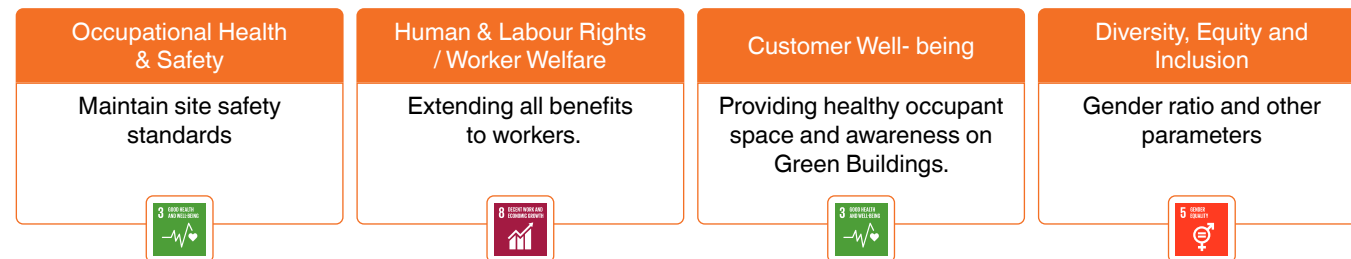
Insights gathered from stakeholder engagement sessions are carefully analyzed and synthesized with findings from the desk review. This combined analysis helps us finalize the list of material topics that are most pertinent to our operations and stakeholder interests.

## ESG Materiality List

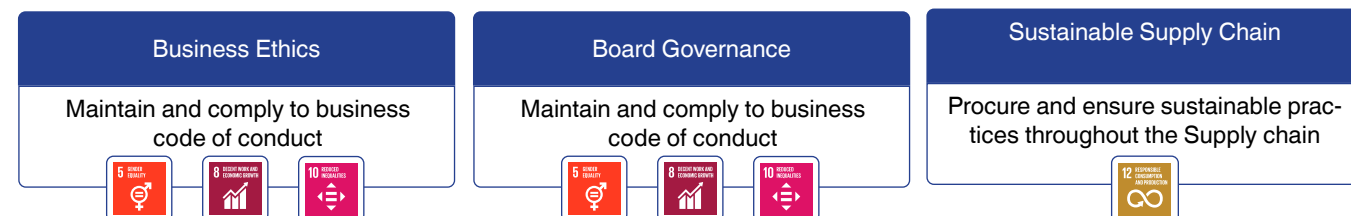
### Environment



### Social



### Governance



## OUR COMMITMENTS

### CONTINUALLY IMPROVE ENVIRONMENTAL PERFORMANCE

#### Emissions, Energy Efficiency and Renewable Energy

In the construction sector, operational activities contribute significantly to emissions, with building materials being a major source of embodied carbon emissions. At Joyville, we are committed to proactive measures for reducing emissions. We prioritize the integration of renewable energy sources and the implementation of energy efficiency strategies across all our projects.

#### Water Use Management and Resource Efficiency

Water, a vital yet limited natural resource, demands our careful management. To minimise our freshwater consumption, we focus on optimal utilisation techniques. Additionally, we remain mindful of water discharge practices and are committed to reusing treated wastewater wherever feasible.

#### Waste and Circularity

At Joyville, we adhere to the principles of reducing, reusing, and recycling. Throughout our operations, we strive to minimise waste generation and are committed to continually seeking innovative ways to enhance our waste management practices.

### RESPONSIBLE VALUE CHAIN

#### Customer Well-being

Real estate companies prioritize occupants' health, environmental sustainability, indoor environmental quality, user preferences, and brand image. Joyville is committed to focusing on these areas and aligning with current sustainability and lifestyle trends. Additionally, we are driven to educate consumers about the benefits of green buildings and the importance of environmental responsibility.

#### Sustainable Supply Chain

Assessing the supply chain through an ESG perspective enables real estate companies to address environmental and social impacts while enhancing ESG reporting and transparency. At Joyville, we are unwavering in our commitment to evaluate our supply chain through an ESG lens ensuring robust and responsible practices.

### ENHANCE HUMAN CAPITAL

#### Human and Labour Rights and Worker Welfare

Recognising that human capital is fundamental to our Company's success, Joyville is committed to safeguarding workers' rights, enhancing industry competitiveness, adhering to national and international standards, and contributing to sustainability. We pledge to ensure that all workers receive welfare benefits aligned with both national and international benchmarks.

#### Occupational Health and Safety

Implementing robust health and safety practices is crucial for creating a secure work environment and achieving project success. Therefore, Joyville is dedicated to rigorously enforcing stringent safety protocols on-site, coupled with regular monitoring to ensure compliance and effectiveness.

#### Diversity, Equity, Inclusivity

By cultivating an inclusive and equitable workplace, we aim to attract top talent, spur innovation, meet customer demands, and fulfill our legal and social responsibilities. To this end, Joyville is actively working to enhance overall diversity, including gender and differently abled representation, across our entire workforce and at all project sites.



# NAVIGATING CLIMATE RESILIENCE: RISKS AND OPPORTUNITIES

## Six

Sites assessed for acute and chronic physical risks.

## Transition Risk

appraised at organisational level.

Identification of climate risk exposure and mitigation measures.

## EVALUATING RISKS & OPPORTUNITIES

As part of our commitment to sustainability, Joyville acknowledges the importance of assessing our exposure to climate-related risks. To achieve this, we conducted a Task Force on Climate-Related Financial Disclosures (TCFD) study. This study involved applying a qualitative screening approach to evaluate both acute and chronic climate risks.

Our Physical Risk Screening criteria serve as a tool to identify potential risks during the early stages of project design. Aligned with TCFD and Intergovernmental Panel on Climate Change (IPCC) frameworks, these criteria categorize risks based on exposure, impact, and adaptive capacity. The risk scale, developed considering the probability of occurrence and nature of impact, classifies risks as low, medium, or high. We relied on a combination of primary data specific to each asset and secondary data from verified government sources to assess the overall level of acute and chronic physical risk.

During the Physical Risk Assessment, we diligently evaluated acute risks over a short-term period of 1-3 years and chronic risks over two 30-year periods: the baseline period (1981 - 2010) and the near-term period (2011 - 2040).

Transitional risks in the real estate sector arise from external changes such as economic, social, regulatory, technological, or environmental shifts. It is imperative to define transitional risks within a real estate context. To identify Joyville's risk profile, we conducted secondary research covering various themes, including regulatory changes, market demand shifts, climate change, and technological disruptions. Through a thorough analysis of this data, we gained valuable insights into the impact of transition risks on our overall performance and long-term business continuity.

We are enhancing our capacity to identify and respond to the risks and opportunities associated with climate change in our real estate operations. This involves embedding policies, management systems and protocols that equip our employees with the training to effectively track, summarize, and disclose specialized environmental performance data. Looking ahead, Joyville holds promising opportunities driven by climate considerations. Energy efficiency innovations, including green building designs and renewable energy integration such as solar panels, are poised to reduce operational costs and enhance project sustainability. Embracing resilient construction practices, such as Aluminum Formwork, wastewater recycling, waste circularity and adaptive building designs, not only mitigate risks associated with climate extremes but also help us retain long-term property value and attractiveness.

Pursuing certifications like IFC EDGE and IGBC for most of our projects will continue to signal environmental leadership and attract environmentally conscious owners.

By embracing these opportunities, we aim to not only mitigate climate risks but also enhance property value, and contribute positively to global efforts in climate change mitigation and adaptation.

Our Direct Physical risks involve Increased Capital Cost and Legal/regulatory risks impacting our Company. As for our Indirect physical risks, increased operating costs, reduced revenue from impacts on workforce and lower sales would affect the Company



Stock image

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 by real estate sector due to "Changes In Weather Conditions", "Buildings Design & 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 & Precipitation" Changes
	II. Project Sensitivity	Risk mapping based on sensitivity of asset to "Temperature and Precipitation", "Age & Nature of Engagement with Workforce"
	III. Adaptive Capacity	Risk mapping based on availability of "Policy & Procedures" and "Infrastructure" to combat extreme events
	IV. Assessment Chronic Physical Risk Screening	Evaluation of overall Chronic Physical Risk level of the project



## PHYSICAL RISK

Acute Physical Risk			
Risks		Responsive Actions	Impact
Exposure	Hazard zone	Site level emergency plan, adopted construction and design 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 Patters 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 & Site level emergency plan.	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
Regulations & Reporting obligations	Draft Building Construction Management Regulations	Incorporation of regulatory requirements and reporting into compliance upon enforcement.	Low
	Energy Conservation Building Code for Residential Buildings	Use of Passive design mechanism for lower energy consumption as reequipments for green building certification part of basic design needs.	Low
	Model Building Bye- Laws	Regulatory re-equipments integrated in design stage.	Low
	- Non-compliance to regulation - Climate related litigation	- Legal Compliance Monitoring. - Physical Risk Assessment of projects.	Low

## TECHNOLOGY

Measures		Responsive Actions	Impact
Lower emission materials and products substitution	- Fly Ash Utilization - AAC - Aluminium formwork - High performance glass glazing	Integration of all lower emission in construction.	Low
Unsuccessful investment	Integration of new technology in market	Technology Investment Screening Process & 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 and long term rate contracts.	Low
Change in customer behaviour	Customers demand for green building	Integration of green building requirements in design & 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 Level Legend

<b>Low</b>	Exposure to risk but mitigation strategy has been developed
<b>Medium</b>	Exposure to risk which can affect business continuity but mitigation strategy has been developed
<b>High</b>	Exposure to risk which can affect business continuity but mitigation strategy has not been developed



# NURTURING A SUSTAINABLE FUTURE



Stock image

## ENERGY EFFICIENCY

Energy consumption and management is a key area of focus for the real estate sector in combatting climate change and has become increasingly pivotal. The energy demand is ever-increasing at a rapid rate and dependence on fossil fuels has resulted not only in the global energy crisis but also in significant damage to the health of our environment.

Joyville recognises and holds its responsibility towards the optimisation of energy usage while creating sustainable structures built on a strong architectural foundation. The commitment towards energy management is not a mere responsibility to ensure compliance but rather an activity that enhances environmental accountability towards the creation of a sustainable future. The Company regularly reviews its energy efficiency plans and drives initiatives beyond ambition to ensure continuous development in goals and performance. The benefit of being aware of the energy consumption patterns contributes to environmental sustainability by decreasing greenhouse gas (GHG) emissions and promoting natural resource conservation.

Joyville continually evaluates the opportunity of augmenting greener sources of energy and optimising resource use to ensure a growing Company portfolio.

### Approach Towards Energy Management

- Follow energy-efficient practices
- Integrating renewable energy sources
- Implementing energy management systems
- Use of high-efficiency equipment and appliances
- Energy consumption monitoring is done at the construction and post construction stages.



### Potential Benefits

- Positive contribution to the environment
- Compliance with regulations
- Increased tenant satisfaction
- Reduced operational expenses
- Enhanced property value

Source	FY 2022-23	FY 2023-24
Electricity (GJ)	12,411	13,966
Fuel (GJ)	3,082	1,829
Other Sources (GJ)	0	0
Total Energy (GJ)	15,493	15,795
Total Energy Intensity by turnover (GJ/ Cr in INR)	20	18
Total Energy Intensity by area constructed (GJ/ million sq. ft)	2,300	1,525

Managing the natural capital by deploying energy-saving measures underpins a low carbon transition and promotes the adoption of decarbonisation pathways to uplift a transformative and sustainable business model in the real estate sector. These initiatives are taken with the intent of raising awareness about the significance of environmentally sound design and landscaping thus ensuring holistic wellness of the surroundings.



## Energy Conservation Initiatives

Installation of an Automatic Power Factor Correction (APFC) panel to reduce the apparent power and maintain the power factor.



Installing Variable Frequency Drive (VFD) panel in the passenger hoist at all sites



Replacing conventional lights with LED at workers' accommodations followed by battery charging systems for emergency lights.



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



Single-phase high-frequency vibrators are being used instead of three-phase vibrators, resulting in a 15% reduction in energy consumption



We use office-Inverters, air conditioners which are eco-friendly-consuming less power. Lower power consumption also means fewer CO2 greenhouse gas emissions being sent into the atmosphere. We also use the most ozonefriendly refrigerants such as R410A and R32.



## Energy Optimization Initiatives

During construction stage, replacement of normal electric fans with turboventilators (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 diesel generator (DG) set.

## EMISSIONS

Climate change poses a significant threat to altering humanity and has the potential to impact every aspect of our lives. All the sectors and their operation activities continue to increase the level of greenhouse gas emissions into the atmosphere however, the real estate sector shares a significant percentage of contribution, going as high as 40%. Joyville commits to taking proactive measures in response to climate change that can enhance property appeal and marketability.

Considering the deployment of renewable sources of energy wherever possible is seen as a diligent practice at the Company to make an effort to reduce the impact of operations. It has now become imperative for the real estate sector to foster harmonised actions and address the issue of emissions released into the atmosphere to stop the colossal environmental

damage. Joyville is committed to taking prudent climate action and ensuring that emissions are kept within the permissible limits. The principal sources of air emissions include DG sets and fugitive emissions released during the establishment phase. Seamless integration of state-of-the-art technologies will significantly reduce the threat of rising emissions and the impact generated.

Managing emissions warrants the adoption of energy-efficient building designs following the reduction of the emission footprint. A wide range of sustainable practices in operations is also an attraction for environmentally conscious tenants and buyers. Joyville has recently adopted a variety of energy initiatives, the most notable of them being our numerous solar energy initiatives/

Scope	Unit	Absolute GHG Emission (FY 2022-23)	Absolute GHG Emission (FY 2023-24)
Scope 1	tCO2e	188	128
Scope 2	tCO2e	2,448	2,778
Scope 3	tCO2e	1,958	18,926

**\*For our Scope 3 calculations,** we have considered three additional categories this year, making it a total of six categories, namely: Category 3: Fuel and energy, Category 4: Upstream Transportation and Distribution, Category 5: Waste Generated in Operations, Category 6: Business Travel, Category 7: Employee Commuting, and Category 8: Upstream Leased Assets





## Emissions Management Initiatives adopted by the Company

Utilisation of variable-frequency drives (VFD) for tower cranes to reduce starting current, enabling the selection of efficient DG sets for construction purposes

Installation of capacitor banks of appropriate KVAR in most projects to improve the power factor and reduce energy bills.

Using reflective paints or tiles for roofs, enhancing energy efficiency by reducing heat absorption.

Procurement of material with recycled content of 10-20%

Lighting, harnessing solar power for sustainable and eco-friendly illumination

Use of R410a and R32 refrigerants

Procurement of local material (within 400 Km)- Material like Reinforcement steel, cement, GGBS etc. procured locally in order to reduce carbon emissions from transportation.

Use of inverter ACs to reduce power consumption

Using ground granulated blast furnace slag (GGBS), AAC blocks, and flyash bricks to reduce our embodied carbon emissions

Procuring local and recyclable materials for our construction sites

Employing solar panels as an alternative source of energy for common areas.



## Initiatives to curb Air Emissions

Sprinkling of treated water on internal roads for dust suppression.

Installation of A dust collector/scrubber on the silo of the batching plant.

Vertical green nets are installed around construction buildings to control dust.

Pollution Under Control (PUC) certificate verified before entry to the project site.

Tyre washing point to clean vehicle tires before they enter the project site.

Using anti-smog guns and water sprinklers for dust and pollutant suppression at most of our sites

Water sprinklers are installed on material bins at concrete plant for dust suppression

Installed a retro-fitted emission control device (RECD) at our Gurugram project to separate particulate matter before emitting it into the environment

Online AQI monitoring at most of our sites

Quarterly Environment Monitoring through the MoEF approved laboratories



## WASTE MANAGEMENT

Joyville understands the pivotal role of effective waste management in minimising environmental impact and endorsing environmental sustainability. By following the practice of the 3Rs- Reduce, Reuse, and Recycle at the construction sites, the operational waste generated in the process can be conveniently managed while appealing to eco-consciousness. The Company has a dedicated environmental policy that extrapolates waste management strategies into action and assists in devising the waste management plan.

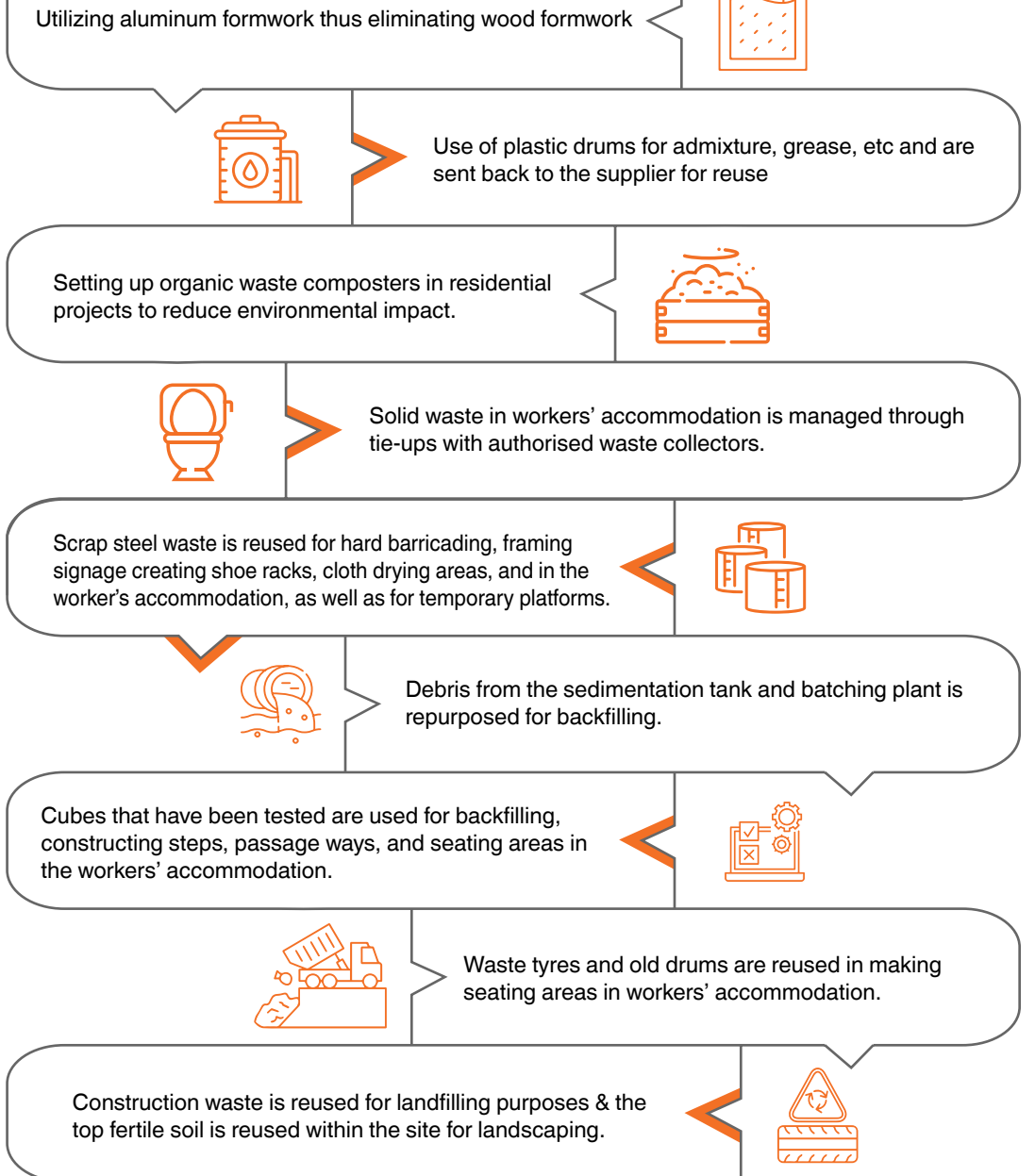
An effective waste management plan begins at the source and involves sustainable material sourcing but the Company leaps compliance to ensure effective resource use during the construction phase and the operational phase. By implementing a consolidated waste management strategy Joyville strives to take these initiatives further to strengthen the Company's commitment to reducing its environmental footprint. The entity has well-structured waste segregation and collection systems within the premises to facilitate waste disposal through proper and authorized channels. The Company has extended its devotion to tackling waste beyond segregation and actively seeks to divert waste that reaches landfills by promoting reuse and recycling activities.

Scope	Quantity (in Metric Tonnes)
Recycled	0.814
Reused	6.023
Recovery Total	6.837

Category	Quantity (in Tonnes)
Plastic	15.76
E-Waste	2.050
Bio-Medical	0.002217
C&D Waste	7795.12
Other Hazardous	0.36
Other Non-Hazardous Waste: (includes biodegradable waste like food and non biodegradable waste such as paper, cardboard, etc)	822.519
Total Waste Generated	8635.83

Joyville strives to benchmark its waste management practices in the sector and continually find ways to optimize its waste management and handling approach. The Company thoughtfully evaluates various alternatives to resources and technologies to minimize the waste generated in the processes.

### Waste Reduction and Material Conservation Initiatives



Waste Diverted to Disposal	Quantity (in Metric Tonnes)
Incineration	0.000002
Landfilling	1.82
Disposal Total	1.820002



# WATER USE & MANAGEMENT

The scarcity in the supply of usable water is becoming as surfacing as much as the lack of potable water. Waster is undeniably a crucial element in the construction sector and the Company understands the rationale behind using this critical resource wisely. All the projects in the real estate sector are dependent on water input which directly puts the resource under potential scrutiny.

Sustainable water use is essential for ensuring water availability for future generations. The Company strongly advocates for water conservation through an integrative design process that takes into account the prerequisites for planning, designing, and managing the water usage and supply for both indoors and outdoors, emphasizing the immediate need for action.

Joyville takes responsibility into its own hands to drive water management initiatives beyond the operations to optimise consumption patterns. It is critical to take action now as the water scarcity is soon to be exacerbated by the challenge of climate change and the looming water crisis demands the embrace of sustainable measures and actions in place.

The Company showcases water stewardship in its industrial ecosystem and makes deliberate efforts to reduce its direct reliance on freshwater extraction for operations while maximizing its water recycling potential. While navigating through the best industry practices, the Company aims to incorporate water circularity principles to ensure water security in the future. Joyville takes a comprehensive approach in exploring the best approach that guarantees water efficiency.

Sources (m3) *	FY 2022-23	FY 2023-24
Surface water	0	0
Ground water	4,928	19,124
Sea water	0	0
Third-party water	1,96,248	2,45,035
Others	0	0
Total water withdrawal	2,01,176	2,64,159
Total water Consumed	2,01,176	2,64,159
Water use intensity by revenue generated (m3/ Cr) in INR	261	309
Water use intensity by area (m3/ million sq. ft)	29,000	26,416

Total water recycled is 44, 038.93 KL  
Waste discharge (treated water) to surface water is 8137.13 KL.  
All project sites except Howrah is zero discharge site.

Intensity	Water use intensity by Revenue generated (m3/ Cr) in INR <b>308.57</b>	Water use intensity by Area (m3/ million sq. ft) <b>26,415.9</b>
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## Water Conservation Initiatives

- Trenching and sedimentation basins are established during the monsoon season to manage and mitigate the impact of excessive rainfall and sediment runoff.
- The wastewater from the RO plant is reprocessed for domestic purposes at workers' accommodation.
- Low-flow showerheads and faucets are installed in washbasins, promoting water conservation by reducing water flow.
- Dual flush systems implemented for water closets, providing two flushing options to optimise water usage based on the need.
- Provision of a sedimentation tank on-site to facilitate the separation of suspended solids from wastewater.
- Installation of a sewage treatment plant(STP) at the workers' accommodation to treat and manage wastewater generated from the site.
- Tertiary treatment carried out on the water treated by the STP makes it suitable for various construction purposes.
- Block adhesive used for block work during the construction phase which does not require curing.
- By using curing compounds, we enhance the durability of concrete structures as they retain moisture, therefore negating the use of water for curing.

## The World Water Day

World Water Day -The United Nations and WASH (Water, Sanitation and Hygiene) initiative of the World Business Council for Sustainable Development: JSHPL observes the World Water Day across all project sites. This year the theme for World Water Day was 'accelerating change'. Various awareness and mass tools box sessions were taken across the project sites which emphasised on the vital role water plays across all functions of life.



## BIODIVERSITY & HABITAT

Biodiversity conservation is a subject of ecosystem stability and dictates the quality of life for future generations. There exists a delicate balance between the innate rhythm of naturally preserved ecosystems and the pulse of environmental well-being and it is crucial to navigate the impact of any activity that can disrupt this balance.

Joyville strives to prioritise biodiversity conservation and minimise any potential negative impact that the Company's operations may have on the natural habitats in the areas of operation while encouraging the preservation and growth of biodiversity.

The impact assessment before any project serves a critical role as it is only after extensive studying and mapping of the existing and proposed master plan and infrastructure, commercial, residential, and industrial development that the suitable locations within the target city are shortlisted.

The Company is aware of the ecological value in and around the properties and takes diligent steps to reduce the impact projected on them due to business practices.

## FACILITY MANAGEMENT

We prioritize waste management in our facility management practices by establishing efficient recycling and disposal systems to minimize environmental impact. To address water scarcity, we have installed rainwater harvesting systems, capturing and storing rainwater for various uses.

Additionally, we promote water conservation through the use of low-flow fixtures and regular maintenance to prevent leaks. To further support sustainability, we have integrated sewage treatment plants within our developments, ensuring that wastewater is treated and safely reused or discharged. These comprehensive measures reflect our commitment to creating eco-friendly and sustainable living environments for our residents through diligent facility management.



Actual image

# FOSTERING GROWTH: THE HEART OF OUR PROGRESS

0

Injury rate and fatalities

5.77

Average hours of training for all employees

4,98,04,031  
(49.8 million)

Safe man hours achieved

At Joyville, we acknowledge that our most valuable resource is our personnel. We believe that investing in our employees is crucial for sustained success. This Sustainability Report for FY 2023-24 underscores our dedication to developing our workforce. It emphasises initiatives aimed at empowering our staff, promoting their welfare, and nurturing a culture that values innovation and ethical behaviour.

Our human resources mission is to actively foster improvements in profits, growth, and overall success. We define success not just by financial gains but also by the quality and excellence of our operations, business growth, customer goodwill, and industry leadership. This well-rounded approach to success promotes a sense of well-being and high self-esteem among all our employees.

To ensure the well-being of our staff, we have established a comprehensive HR manual that includes policies on worker safety, diversity and inclusion, and community engagement. We are an equal-opportunity employer and do not discriminate based on age, gender, disability, sexual orientation, marital status, race, caste, colour, nationality or religion. Moreover, our organisation's leaders are all of Indian Origin.

We are committed to equal pay for equal work across all genders, with all policies uniformly applied to every employee. For the fiscal year 2023-24, the average remuneration ratio of women to men stood at **0.80**.

## IMPROVING EMPLOYEE EXPERIENCE

In today's dynamic business world, we prioritize enhancing the employee experience and building a sustainable

business model through a solid employment framework and comprehensive labour policies.

Our commitment encompasses the entire employee lifecycle, including recruitment, onboarding, daily activities, professional growth, and offboarding.

We recognise that investing in a positive and enriching employee experience leads to higher engagement, satisfaction, and productivity, and helps us attract and retain top talent. We ensure that even during challenging times, our stakeholders, employees, and their families feel secure by offering a range of benefits and coverages. We also focus on retaining a diverse workforce, with our current turnover rate at about 20%.

Our performance appraisal system aims to assess and improve the performance and capabilities of individuals, teams, and the organisation as a whole. By linking performance to rewards, it cultivates a culture of excellence.

## AWARENESS AND CAPACITY BUILDING

At Joyville, we prioritise the growth and development of our employees to effectively address challenges, spur innovation, boost performance, and maintain a sustainable competitive edge. By offering personalised programmes, thorough assessments, and fostering a supportive learning environment, our extensive training and development initiatives are designed to enhance professional skills and promote personal growth. We cultivate a culture of continuous improvement, motivating employees to find ways to optimise processes, innovate, and

stay updated with industry developments. Our training sessions are interactive, emphasising the key principles of our Company culture.

### Individual ownership & accountability:

Taking responsibility and achieving goals, even in difficult situations.

### Agility and adaptability:

Ability to swiftly respond to changes in the environment.

### Collaborative approach:

Fostering a culture devoid of politics, promoting unity and teamwork.

### Open and transparent culture:

Cultivating honesty and openness in sharing information.

### Customer focus:

Establishing a sustainable business by understanding and meeting customer needs.

### Developing and empowering teams:

Creating strong, diverse teams empowered to operate independently.

### Ethical approach in doing business:

Committing to consistently ethical conduct in all business practices.

Category	Average Training Hours
Female employees	6.06
Male employees	5.70
Average total	5.77





## DIVERSITY AND INCLUSION

We are committed to promoting diversity and inclusion at every level of our organisation, ensuring equal opportunities for all employees and valuing the unique perspectives and backgrounds they contribute. Our Equal Opportunity Policy is designed to eliminate discrimination in employment based on age, gender, disability, race, colour, nationality, or religion. We strive to comply with relevant equal opportunity legislation and adhere to best management practices.

Joyville is an equal opportunity employer across all aspects of its business. We expect our employees to treat all genders with equal dignity and respect in their respective roles. We make no distinctions based on caste, creed, colour, or race. At Joyville, we uphold the principle of 'equal wages for equal work for all genders' and expect our employees to adhere to this standard.

The Company values performance and merit, and we expect managers to conduct objective assessments of employees' work performance. The average remuneration of women to men is 0.8.

If an employee observes any activities causing concern, they are encouraged to report it to the project team or management for resolution. Such concerns are referred to as grievances.

Percentage of women in workforce	13.25
Percentage of men in workforce	86.75

Employees under the age 30	38 (15.26%)
Employees between age 30-50	198 (79.52%)
Employees above the age 50	13 (5.22%)

\*All employees are of Indian nationality

BOD under the age 30	0
BOD between age 30-50	1 (14.29%)
BOD above the age 50	6 (85.71%)

\*All Board of Directors (BOD) are of Indian nationality

## Concerns covered under Grievances

**1.**  
*Complaints pertaining to amount of wage, salary, other remuneration or benefits, timely disbursement of remuneration*

**2.**  
*Unethical behaviour 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*

## HEALTH AND WELL-BEING

Joyville has developed an Occupational Health and Wellbeing procedure that extends to all employees, contractors, visitors, and other stakeholders, who may be affected by the work activities of JSHPL.

The objective of developing Occupational Health and Wellbeing is to provide adequate facilities and awareness to the employees and workmen to control the health and mental risks arising from work and non-work activities. The objective also includes preventing cases of mental and physical ill health through conducting various health, safety and well-being awareness programmes, medical check-ups and health surveillance.

### Employee Benefits

- Life insurance and Health Care: Annual Health Check-up, Group Mediciam Policy, Group Personal Accident Insurance policy.
- Retirement benefits: All our employees are enrolled in the gratuity scheme as mandated by the Payment of Gratuity (Amendment) Act, 2018. Eligibility for gratuity is based on completing four years and 240 days of continuous service, including the training period for new hires as trainees.
- Parental leave: We prioritize work-life balance for our employees and actively support them in taking time off. Female employees are eligible for up to 26 weeks of parental leave, while male employees can take up to five days. In the recent reporting period, four male employees and two female employees utilized parental leave. All employees who took parental leave in FY22 remain with the organisation
- Educational assistance: Joyville supports employees in pursuing higher education by facilitating their requests. We acknowledge that obtaining advanced education can enhance an employee's knowledge, skills, and self confidence. This development of higher capabilities benefits both the employee and the organisation alike.

### Implementation

The implementation of health and well-being practices follows the Plan-Do-Check-Act (PDCA) cycle. We are taking the following measures to ensure the health and well-being of our employees and workmen:

- Every employee, including workmen, undergoes a pre-employment medical examination to determine their baseline health and fitness for work.
- We engage a visiting medical practitioner (minimum qualification MBBS) to coordinate Occupational Health activities.
- A certified First Aider is available to administer first aid for minor injuries at project worksites.
- Health-related risks are identified through Hazard Identification & Risk Assessment (HIRA), with the following risks being relevant within the project:
  - Stress (all employees)
  - Noise and vibration (equipment operators)
  - Musculoskeletal issues (material handling users and housekeeping)
- A pre-employment medical examination and screening is conducted for all employees.
- A First Aid Health Centre with a first aid box is provided at the worker's colony and site.
- Special health check-ups are conducted for specialised groups like pantry boys and cooks (for skin disorders) and for drivers and operators (specific eye vision and hearing tests).
- Periodic medical examinations of all existing employees are carried out as per the Company's HR policy.
- Health and well-being training/awareness programs and counselling sessions are conducted for all employees and workmen to promote healthier environmental practices at offices and worksites, which includes:
  1. Tobacco and gutkha consumption
  2. Alcohol and drugs influence
  3. Yoga's importance and related yoga / meditations.
  4. Stress management
  5. Ergonomic working posture
  6. HIV / AIDS awareness
  7. Health theme-based campaigns like No Tobacco Day, Occupational Health Day and World AIDS Day etc.

- An ambulance equipped with first aid supplies is available around the clock to handle any emergencies at the project sites.
- Automated External Defibrillator (AED) devices are installed at all project sites.

The effectiveness of health surveillance, as well as monitoring of ill health and absenteeism, is ensured through regular internal environment, Health, and Safety (EHS) audits.

The objective of developing Occupational Health and well-being is to provide adequate facility and awareness to the employees and workmen to control the health and mental risks arising from work and non-work activities. The objective also includes prevent cases of mental and physical ill health through conducting various health, safety and wellbeing awareness programmes, medical check-ups, and health surveillance.



## WORKERS' HEALTH AND WELL-BEING

### FACILITIES

- On-site accommodation camps provide comfortable living arrangements for workers.
- Rooms are well-ventilated and furnished with beds, sanitation facilities, lighting, fans, charging points, and storage trunks.
- A dedicated recreation zone is available for leisure activities.
- Waste management includes separate bins for wet and dry waste, along with spit bins.
- Housekeeping services maintain cleanliness, complemented by water purification through STP and RO systems.
- Regular fogging, sanitization, and pest control measures are implemented for a healthy environment.
- Workers have access to a common kitchen area for those who prefer to cook their meals.

### SITE SAFETY MEASURES

- Mandatory use of personal protective equipment (PPE) is enforced.
- Safety measures include lifelines, fall arrestors, and safety nets.
- Working platforms are used to prevent falls and accidents at heights.
- Visual aids like posters and banners are employed for communication.
- Paramedic staff are available on-site for immediate medical assistance.
- A 24x7 ambulance with medical personnel is ready to respond to emergencies.
- A first-aid center caters to minor injuries, and a rescue man basket ensures safe transportation.
- JSHPL incentivizes a safety culture by rewarding employees who prioritize safety.

### AWARENESS TRAINING

- Joyville emphasises thorough training with:
- New employee orientation materials
  - Awareness initiatives
  - Classroom sessions
  - Daily toolbox discussions
  - On-site training sessions that reinforce safety procedures, including fire extinguisher use and equipment upkeep
  - Simulated emergency exercises
  - Health, Safety, and Environment (HSE) booklets available in both Hindi and English for accessibility

### WORKERS HEALTH

- Joyville places a high priority on employee health and safety by arranging:
- Health check-up camps
  - Dental and eye examinations
  - Prompt medical assistance

## OCCUPATIONAL HEALTH AND SAFETY

**Our Principles:** At Joyville, we are dedicated to providing a safe and healthy workplace for all employees while conducting our operations in a way that protects the environment and the wider community. We believe that Occupational Health and Safety (OHS) is a shared responsibility among all employees and promoting an OHS culture is a fundamental aspect of all managerial functions. OHS is not viewed as a separate component but is fully integrated into all operational activities, with the implementation of necessary OHS measures being the responsibility of Joyville's operations units.

The Environment Health and Safety department supports the implementation of the Joyville OHS Policy and closely monitors compliance within each unit. Ensuring the health and safety of our employees involves identifying hazards and risks, developing procedures, and establishing an incident investigation process. To prevent risks, we focus on training our employees. Comprehensive training on workplace hazards, safe work practices, and emergency procedures are provided to all employees, with mandatory sessions that are regularly updated to maintain continuous awareness and knowledge. Additionally, daily toolbox talks are held to ensure all workers remain mindful of safety in their daily tasks.

### OUR BELIEFS

- All accidents are avoidable.
- No task is so critical that it justifies risking harm to individuals or the environment.
- Foster a positive occupational health and safety (OHS) culture and ensure compliance with relevant OHS regulations.
- Identify, eliminate, prevent, and control hazards and pollution to prevent injury, illness, or environmental damage.
- Provide training and resources to support employees in maintaining OHS systems.
- Integrate OHS procedures into every aspect of Company operations.
- Collaborate with contractors committed to upholding similar OHS standards.
- Continuously enhance OHS management and performance.



Actual image

0%

Injury Rate

Absentee Rate

Lost Day Rate

Severity Rate

Fatalities

929

Near Miss Incidents



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



## INTEGRATED MANAGEMENT SYSTEM (IMS)

Joyville has implemented and successfully certified for Integrated Management System ISO 45001:2018.

By integrating QHSE management systems, Joyville has achieved continual improvement, and harmonise OHS management across the organisation.

### Leadership and Commitment (Occupational Health and Safety):

#### • **Weekly Leaders Safety Talk:**

Weekly Leaders Safety Talk is conducted for all workers and staff by project head and other project management team to increase awareness on various aspects of health and safety. During the leader's safety talk photos and videos of various good practices and unsafe act / condition shown to make workers and staff more aware.

#### • **Weekly Environment Health and Safety Walk:**

Weekly EHS Walk around the project - labour colony conducted jointly with project managers of contractors and Joyville, EHS team, and construction managers to ensure fulfilment of EHS requirements and the availability of necessary resources.

#### • **EHS Core Committee meeting:**

EHS core committee meeting will be conducted on a monthly basis in presence of project head, manager, execution staff and construction managers to review EHS performance, good practices and new EHS issues will be discussed for required resources for compliances of the same with target dates.

#### • **Safety Committee:**

Project Safety Committee formation done and approved by the project head as per Building and Other Construction Workers (Regulation of Employment and Conditions of Service) (BOCW) Act, 1996 requirements with equal representatives of staff and workers and chaired by Project head to discuss EHS performance, grievances, new updates on legal requirements, OHS / process violations and EHS suggestions to improve culture from committee representatives.

### Employee and workers consultation and participation:

Employees' consultation and participation at Joyville projects ensured through various initiatives like:

#### • **Annual OHS training (External and Internal):**

Annual OHS training calendar proposed by the EHS team including external and internal training for staff and workers and approved by project Head based on scheduled OHS awareness training was conducted for staff and workers.

#### • **Monthly motivational program:**

To appreciate the workers and staff for their OHS performance; every month motivational program was conducted.

#### • **EHS promotional program:**

Joyville organises various EHS promotional programs like National Safety Day/Week, Fire Service Day, World Environment Day, No Smoking Day, Yoga Day etc to increase awareness among Staff and workers.

#### • **Grievance committee:**

Grievance committee formed to address internal and external grievances to resolve complaints raised by staff / workers or any other external interested parties.

#### • **OHS objectives and targets:**

Joyville emphasizing the consultation of non-managerial workers to establish OHS objectives and planning to achieve them.

#### • **OHS Incidents and nonconformities:**

Emphasizing the consultation of non-managerial workers in investigating incidents and nonconformities and determining corrective actions / preventive actions.

#### • **Determination of legal and other requirements:**

JSHPL has established, implemented and maintained a process(es) to identify the various OHS legal requirement and ensure compliances as applicable and updates legal register on a monthly basis.

#### • **Stakeholder's participation:**

Stakeholders meetings are conducted on a quarterly basis to review various labour law compliances, grievances related to health and safety and compliances etc.

### Emergency preparedness and response:

JSHPL have prepared an emergency preparedness plan considering natural and man-made disasters and conduct awareness training and mock drill on a quarterly basis.

#### Evaluation of compliance:

JSHPL has established a system for evaluation of OHS compliances through various processes like:

1. Daily OHS Inspection by the EHS team.
2. Internal audit by cross project teams
3. External audits from authorised consultants
4. Environmental Social and Governance (ESG) audit
5. OHS evaluation by corporate EHS and ESG team.

#### Use of digital platforms

Joyville introduced and successfully implemented the tech application for raising the Environment Health and Safety observation. The application is very beneficial as it reduces paper consumption, time and easy to trace observation based on type, category and area wise.

### Health:

#### • **Health checkup:**

Medical officers from tie-up hospitals are arranged every week to check the workers' health issues with a free supply of medicines.

#### • **Project medical facility:**

Project medical facilities include full time paramedic staff, occupational health centre, first aid facility and an ambulance with a full-time driver.

#### • **Workers BOCW beneficiary registration:**

Project has taken the initiative to register workers as a beneficiary as per the BOCW rule. The workers have access to various benefits like free lunch, insurance, maternity benefit of up to INR 15,000, safety kit and INR 30,000 for the marriage of a registered worker, etc.



# ENSURING RELIABILITY AND RESPONSIBLE SOURCING

At Joyville, we recognise that our long-term business success hinges on our continuous improvement in service quality while ensuring the protection of both people and the environment. Consequently, we are dedicated to meeting our customers' expectations and are committed to the ongoing enhancement of our quality, health, safety, and environmental management systems.

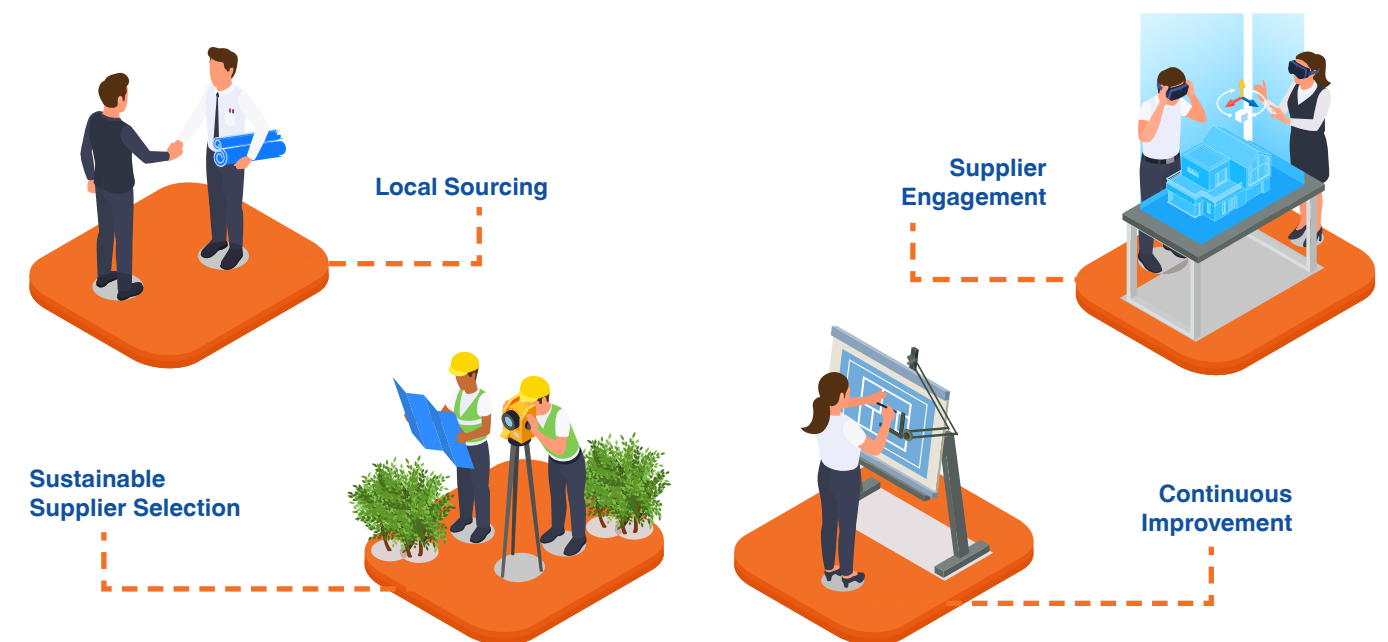
## SUPPLY CHAIN ENGAGEMENT

At Joyville, our sustainable procurement policy serves as the cornerstone of our procurement activities, ensuring they align with our triple bottom line goals: economic, social, and environmental. Derived from this policy are key elements that guide our practices:

- We prioritise sustainability integration throughout our supply chain, emphasizing an efficient procurement process, rigorous supplier assessment, and engagement with local suppliers.
- Economic viability is paramount, with considerations such as cost of ownership, and evaluation of supplier environmental, social, and governance (ESG) performance.
- In terms of the environment, we focus on sustainable product selection, energy efficiency, and waste minimisation to reduce our ecological footprint.
- Maintaining business ethics and integrity is fundamental. We foster fair and ethical supplier relations, ensure safe working conditions, and uphold human rights across our supply chain.
- Lastly, we emphasise monitoring and reporting to drive continuous improvement and transparency. This includes regular supplier ESG assessments and compliance with local laws, regulations, and policies.
- ESG audits at our supplier manufacturing focus on key parameters like legal compliance, business integrity, pollution management, resource efficiency circularity, climate change and green house gases, labour and working conditions, OHS, customer health and safety and community engagement.

Actual image

## OUR PRINCIPLES



### COMMITMENTS

- Locally -sourced materials
- Resource efficiency and reduce waste
- Preference to suppliers who have environmental certifications, implement green policies etc.
- Minimise environmental impact
- Supplier assessment
- Continuous improvement

## SUPPLIER TRAINING & DEVELOPMENT

This year, we also organised extensive ESG training sessions for our teams. During these sessions, we provided an overview of ESG principles, our journey thus far, upcoming initiatives, and the responsibilities of various departments regarding ESG. These training sessions were designed to build capacity, raise awareness, and foster a culture of sustainability within our supply chain. Our next objectives involve establishing additional metrics to assess ESG performance, setting targets for improvement, and regularly monitoring progress. By embedding ESG considerations into our procurement practices, we aim to enhance the resilience and sustainability of our supply chain, ultimately contributing to our overall sustainability goals.

## Material Sourcing

Joyville places a strong emphasis on responsible material sourcing practices as part of our commitment to sustainability. We prioritise procuring a significant portion of our raw materials

from local sources, a strategy aimed at reducing the carbon footprint associated with transportation and logistics. This approach not only supports local economies but also aligns with our environmental objectives by minimising emissions.

Throughout our construction projects, we are committed to using as many eco-labeled or certified green products as possible. This ensures that our projects contribute positively to environmental conservation and sustainability. Currently, our procurement activities include sourcing specific sustainable building materials such as autoclaved aerated concrete (AAC) blocks, fly ash/ground granulated blast furnace slag (GGBS) in cement, and pozzolana portland cement (PPC), paints and coatings, boards & panels, high performance glass and others.

In addition to considering the environmental impacts of materials, we also prioritize the use of packaging that can be easily recycled. Furthermore, we are committed to ensuring that the materials used in our projects pose minimal health hazards by opting for those that meet stringent health and safety standards. Continuous improvement is at the core of our procurement practices. We regularly review and enhance our processes to align with our sustainability objectives and stay abreast of emerging best practices in responsible material sourcing.

By adopting a holistic approach to procurement, we aim to minimize our environmental footprint while promoting sustainable development in the communities.



## CUSTOMER ENGAGEMENT

At Joyville, our customers are fundamental to our success, motivating us to prioritise their satisfaction in every aspect of our operations. We emphasise customer safety, adhering to the highest standards to ensure their well-being. Our grievance redressal system reflects our commitment to addressing customer concerns promptly and effectively. Joyville's products and services are designed to provide a quality, simplified, and efficient customer experience, enhancing tenant satisfaction. We recognise that satisfied customers are more likely to recommend us to others. Consequently, due to our dedication to delivering state-of-the-art facilities, we have not faced any penalties, sanctions, or show cause notices for violations of product safety norms from regulatory authorities. Joyville also emphasises the health and well-being of the customers post-handover, achieved through post-construction monitoring by customer relations managers who conduct surveys.

### ACTIVITIES CONDUCTED

- School promotion activities
- Navratri and Vijayadashmi celebrations
- Retail and Apex events
- Screening of the final World Cup match
- Various festive celebrations (Durga Puja, Laxmi Puja, Chhath Puja, Diwali, Christmas, New Year, Holi, and Republic Day)
- Inauguration of new club house facilities
- Various community and welfare camps



Actual image

### COMMON OCCUPANT HEALTH AND WELL-BEING MEASURES



Acoustic comfort



Biophilic design



Humidity control



Daylight access



Proper illumination



Inclusive design



Physical activity promotion



Natural ventilation



Water quality



Thermal comfort



# BUILDING BRIDGES: OUR CSR INITIATIVES

Action taken on  
more than

Four Sustainable  
Development Goals



3000+

People entitled to  
welfare facilities

65+

Mentally-challenged individuals provided  
free health checkups every year

## GURUGRAM AND MANJRI

Haqdarshak, a social enterprise, facilitates welfare entitlements through assistive-tech services in Gurugram and Manjri. The program has successfully processed 1300 applications in Gurugram and 2000 applications in Manjri, employing five local Haqdarshaks to ensure efficient service delivery. Beneficiaries receive Yojana cards, aiming for sustained benefits of over 10 months.



Actual image

## DOMJUR

This initiative aims to improve visitor facilities at the Block Development Office. We have constructed two new sheds with benches, accommodating 25 to 30 people each. These shelters provide comfort and protection from the elements for approximately 100 visitors simultaneously, significantly enhancing the visitor experience at the office.

Our commitment to community welfare is paramount. This year, Joyville has embarked on a series of proactive initiatives to foster local community development. We've introduced numerous CSR programs aimed at enhancing community health and wellness, upgrading public spaces, and providing support to charitable organisations and community groups. Together, we're not just building homes; we're also building stronger communities.

We routinely measure our impact on local communities and implement programs to enhance their well-being.

## HINJAWADI

The Hinjawadi-Navkshitij initiative focuses on providing comprehensive healthcare support to the community. One of the primary activities is offering a free health checkup facility for a year, which includes health awareness programmes and free medical checkups specifically for 65+ mentally challenged individuals. This initiative is supported through a partnership with the Hinjawadi Accident and General Hospital on Marunji Road, Hinjawadi, Pune. Additionally, a specialised panel of doctors is available to the beneficiaries, including an ophthalmologist, dentist, gynaecologist, and psychologist, ensuring a wide range of medical expertise is accessible.

Another activity aims to enhance community safety and environmental quality through technological and analytical support. Sixteen CCTV cameras have been installed at four strategic locations to improve social security and road safety. These locations include Gangaramwadi Chowk, Megapolis Corner Chowk, Mahalunge Link Road, and Chande Phata. The initiative also supports traffic congestion analysis and efforts to improve air quality in the area, demonstrating a strong commitment to creating a safer and cleaner environment for the local community.



Actual image



Actual image



Actual image



# 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, 2023 to March 31, 2024 with reference to the GRI Standards. GRI 1 used GRI 1: Foundation 2021 (GRI 101 does not include any disclosure)

## GRI CONTENT INDEX

































GRI 1


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

GRI Standards	Disclosure	SDG Mapping	Location
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details		About the report
	2-2 Entities included in the organisation's sustainability reporting		About the report
	2-3 Reporting period, frequency and contact point		About the report
	2-4 Restatements of information		About Joyville
	2-6 Activities, value chain and other business relationships		About Joyville
	2-7 Employees		Enhancing Human Capital
	2-8 Workers who are not employees		Enhancing Human Capital
	2-9 Governance structure and composition		Our Governance & leadership
	2-10 Nomination and selection of the highest governance body		Our Governance & leadership
	2-11 Chair of the highest governance body		Our Governance & leadership
	2-12 Role of the highest governance body in overseeing the management of impacts		Our Governance & leadership
	2-13 Delegation of responsibility for managing impacts		Our Governance & leadership
	2-14 Role of the highest governance body in sustainability reporting		Our Governance & leadership
	2-15 Conflicts of interest		Our Governance & leadership
	2-16 Communication of critical concerns		Our Governance & leadership
	2-18 Evaluation of the performance of the highest governance body		Our Governance & leadership
	2-19 Remuneration policies		Our Governance & leadership
	2-20 Process to determine remuneration		Our Governance & leadership
	2-22 Statement on sustainable development strategy		Prospective Commitments

GRI Standards	Disclosure	SDG Mapping	Location
<b>GRI 3: Material Topics 2021</b>	2-23 Policy commitments		Our Governance & leadership
	2-24 Embedding policy commitments		Our Governance & leadership
	2-25 Processes to remediate negative impacts		Climate Risk & Opportunity
	2-26 Mechanisms for seeking advice and raising concerns		Our Governance & leadership
	2-27 Compliance with laws and regulations		Our Governance & leadership
	2-28 Membership associations		About Joyville
	2-29 Approach to stakeholder engagement		Stakeholder engagement & Materiality
	3-1 Process to determine material topics		Materiality Assessment
	3-2 List of material topics		Materiality Assessment
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change		Climate Risk and Opportunity
	201-3 Defined benefit plan obligations and other retirement plans	  	Enhancing Human Capital
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers		Sustainable Procurement
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption		Our Governance & leadership
	205-2 Communication and training about anti-corruption policies and procedures	 	Our Governance & leadership
	205-3 Confirmed incidents of corruption and actions taken		Our Governance & leadership
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	 	Our Governance & leadership
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	   	Energy Management
	302-2 Energy consumption outside of the organisation		Energy Management
	302-3 Energy intensity	  	Energy Management
	302-4 Reduction of energy consumption	   	Energy Management



<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	 	Water Quality & Waste-water Management
	303-2 Management of water discharge-related impacts		Water Quality & Waste-water Management
	303-3 Water withdrawal		Water Quality & Waste-water Management
	303-4 Water discharge	   	Water Quality & Waste-water Management
	303-5 Water consumption		Water Quality & Waste-water Management
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity		Biodiversity & Habitat
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	 	Energy Management
	305-2 Energy indirect (Scope 2) GHG emissions	 	Energy Management
	305-3 Other indirect (Scope 3) GHG emissions	 	Energy Management
	305-4 GHG emissions intensity		Energy Management
	305-5 Reduction of GHG emissions		Energy Management
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	  	Waste Management
	306-2 Management of significant waste-related impacts		Waste Management
	306-3 Waste generated	  	Waste Management
	306-4 Waste diverted from disposal	 	Waste Management
	306-5 Waste directed to disposal		Waste Management
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken		Sustainable Procurement.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	  	Enhancing Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	 	Enhancing Human Capital
	401-3 Parental leave	 	Enhancing Human Capital

GRI Standards	Disclosure	SDG Mapping	Location
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system		Enhancing Human Capital
	403-2 Hazard identification, risk assessment, and incident investigation		Risk and Opportunity
	403-3 Occupational health services		Enhancing Human Capital
	403-4 Worker participation, consultation, and communication on occupational health and safety		Enhancing Human Capital
	403-5 Worker training on occupational health and safety	 	Enhancing Human Capital
	403-6 Promotion of worker health		Enhancing Human Capital
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Enhancing Human Capital
	403-8 Workers covered by an occupational health and safety management system		Enhancing Human Capital
	403-9 Work-related injuries		Enhancing Human Capital
	403-10 Work-related ill health		Enhancing Human Capital
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee		Enhancing Human Capital
	404-2 Programs for upgrading employee skills and transition assistance programs		Enhancing Human Capital
	404-3 Percentage of employees receiving regular performance and career development reviews	  	Enhancing Human Capital
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	 	Our Governance & leadership
	405-2 Ratio of basic salary and remuneration of women to men	  	Enhancing Human Capital
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs		Community Wellbeing
	413-2 Operations with significant actual and potential negative impacts on local communities		Community Wellbeing
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken		Sustainability Procurement
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories		Our Customers
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Our Customers
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Our Governance & leadership



## INDEPENDENT EXTERNAL ASSURANCE STATEMENT



### Independent Reasonable Assurance Statement on Sustainability Report of Joyville Shapoorji Housing Private Limited for the financial year 2023-24

To the Management of Joyville Shapoorji Housing Private Limited, SP Centre, 41/44, Minoo Desai Marg, Colaba, Mumbai 400 005.

#### Introduction

We ('ZADN Associates' or 'ZADN') have been engaged by Joyville Shapoorji Housing Private Limited for the purpose of providing an independent assurance on selected non-financial sustainability disclosure in Sustainability Report for the financial year 2023-24 ('the Report'). Our responsibility was to provide reasonable assurance on selected non-financial disclosure.

#### Assurance Standard

##### We have conducted our assurance in accordance with:

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Indicators based on the procedures we have performed and the evidence we have obtained.

We conducted our reasonable assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information', issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain reasonable assurance about whether the Identified Sustainability Indicators are prepared, in all material respects, in accordance with the reporting criteria.

A reasonable assurance engagement involves assessing the risks of material misstatement of the agreed Indicators/ parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

#### Assurance Procedure

Our assurance process involves performing procedures to obtain evidence about the reliability of specified disclosures. The nature, timing and extent of procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the selected sustainability disclosures whether due to fraud or error. In making those risk assessments, we have considered internal controls relevant to the preparation of the report in order to design assurance procedures that are appropriate in the current circumstances.

##### Our assurance procedure also included:

- Assessment of the reporting procedures regarding their consistency with the application of GRI Standards
- Evaluating the appropriateness of the quantification methods used to arrive at the sustainability disclosures included in the report.
- Review of systems and procedure used for quantification, collation and analysis of sustainability disclosures included in the report
- Understanding the appropriateness of various assumption, estimations and materiality thresholds used by the Company for data analysis.
- Testing on sample basis the evidence supporting the data and information.



- Discussion with the personnel responsible to ensure the reliability of data and information presented in the report.
- Assessment of data reliability and accuracy.

The data was reviewed through in person meetings at the corporate office and virtual interactions using screen sharing tools.

#### Conclusions

Based on our review and procedures performed, nothing has come to our attention that causes us not to believe that the non-financial disclosures as per the scope of assurance in this report are appropriately stated in all material respects and in accordance with reporting criteria.

We have provided our observations to the Company in a separate management letter. These do not, however, affect our conclusions regarding the report.

#### Other Matters

We have not reviewed the data from the previous year's sustainability report.

#### Independence

The assurance was conducted by a multidisciplinary team including professional with suitable skills and experience in auditing environmental, social and economic information in line with the requirements of ISAE 3000 (Revised) standard. Our work was performed in compliance with the requirements of the IFAC code of Ethics for Professional Accountants, which requires, among other requirements, that the members of assurance team be independent of the assurance client, in relation to the scope of this assurance engagement, including not being involved in writing the Report.

#### Restriction of use

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Company for any purpose or in any context. Any party other than Company who obtains access to our report or a copy thereof and choose to rely on our report (or any part thereof) will do so at its own risk. We accept or assume no responsibility and deny any liability to any party other than the Company for our work, for this independent reasonable assurance report, or for the conclusions we have reached.

Our report is released to the Company on the basis that it shall not be copied, referred to or disclosed, in whole or in part, without our prior written consent.

#### For ZADN & Associates

Chartered Accountants

Firm Registration Number: 112306W

**Abuali Darukhanawala**

Partner (Membership No: 108053)

UDIN: 24108053BKBZQG6704

Place: Mumbai

Date: June 28, 2024





**Disclaimer:** This Sustainability Report FY 2023-24 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.