



Godrej Properties

GRESB GRESB Real Estate Assessment 2020

SUBMITTED: 1 Aug 2020 10:37:34am Sat UTC

Scorecard

GRESB Development Benchmark Report

2020

GRESB Real Estate Assessment

Godrej Properties

Godrej Properties

78 82 77
2017 2018 2019

95

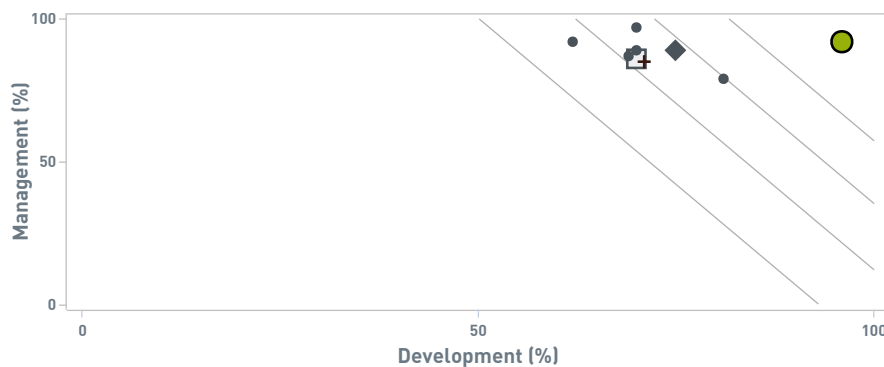
Status: Listed
Location: India
Property type: Residential: Multi-Family:
High-Rise Multi-Family1stAsia | Residential |
Listed
out of 6G R E S B
★ ★ ★ ★ ★ 2020

Rankings

1stGRESB Score within Residential / Asia
out of 121stGRESB Score within Residential / Listed
out of 172ndGRESB Score within Asia / Listed
out of 2991stManagement Score within Asia
out of 18355thManagement Score within Asia / Listed
out of 8655thManagement Score within Asia / Listed
out of 861stDevelopment Score within Residential /
Asia
out of 121stDevelopment Score within Residential /
Listed
out of 172ndDevelopment Score within Asia / Listed
out of 29

GRESB Model

The 2020 GRESB Assessment structure fundamentally changed, establishing a new baseline for measuring Performance. This affects the comparability of benchmark scores with previous years. Please refer to the [Results Communication to Stakeholders](#) for guidance on interpreting the 2020 results.

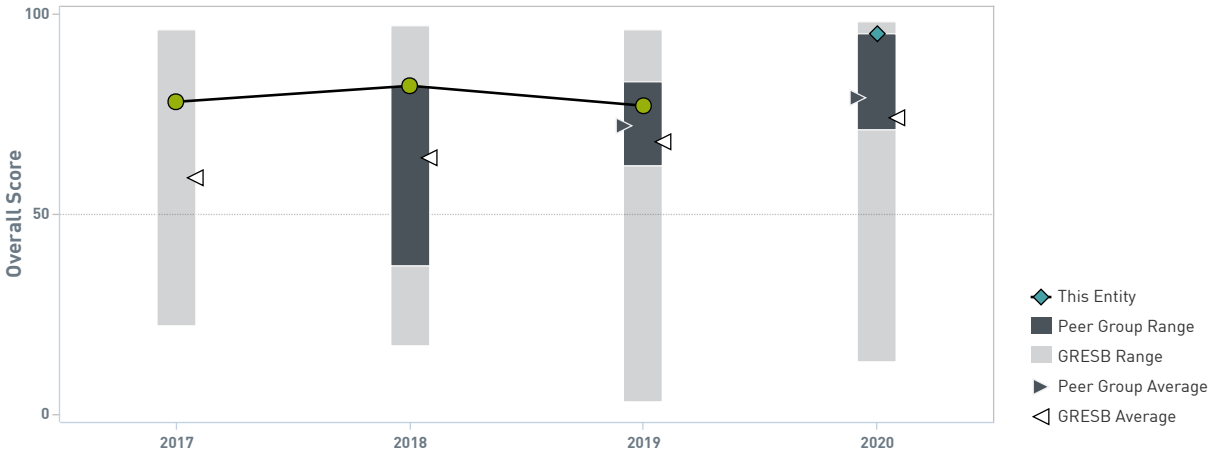
95
100GRESB Score **Green Star**
GRESB Average 74 Peer Average 7967
70Development Score
GRESB Average 49 Benchmark Average 5228
30Management Score
GRESB Average 26 Benchmark Average 27

● This Entity ◆ Peer Group Avg. ● Peer Group □ GRESB Average ● GRESB Universe + Asia
 × Europe * Americas * Oceania * Globally Diversified
 × Entities with only one component submitted

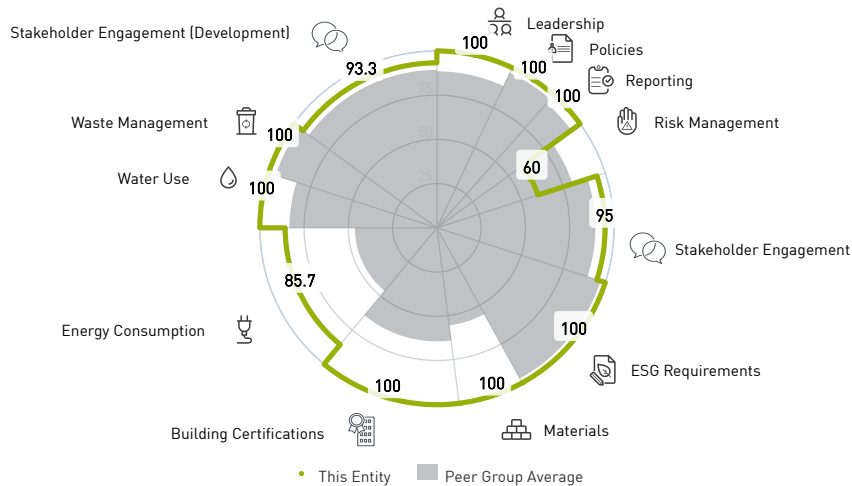
ESG Breakdown

49
51Environmental
GRESB Average 34 Benchmark Average 3524
26Social
GRESB Average 20 Benchmark Average 2322
24Governance
GRESB Average 20 Benchmark Average 21

Trend



Aspects, Strengths & Opportunities



MANAGEMENT COMPONENT

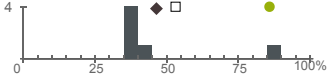
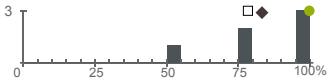


Benchmark group: Asia | Listed (86 entities)

Aspect Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
Leadership 7 points	23.33%	7%	7	6.19	
Policies 4.5 points	15%	4.5%	4.5	4.36	
Reporting 3.5 points	11.67%	3.5%	3.5	3.28	
Risk Management 5 points	16.67%	5%	3	4.03	
Stakeholder Engagement 10 points	33.33%	10%	9.5	8.95	

DEVELOPMENT COMPONENT

Benchmark group: Asia | Residential | Listed (6 entities)

Aspect Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
ESG Requirements 12 points	17.14%	12%	12	11	
Materials 6 points	8.57%	6%	6	3	
Building Certifications 13 points	18.57%	13%	13	8.35	

Aspect Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
 Energy Consumption 14 points	20%	14%	12	6.49	
 Water Use 5 points	7.14%	5%	5	4.17	
 Waste Management 5 points	7.14%	5%	5	4.79	
 Stakeholder Engagement 15 points	21.43%	15%	14	13.4	

Entity & Peer Group Characteristics

This Entity

Geography:	India
Sector:	Residential
Legal Status:	Listed
Total GAV:	\$7.87 Billion
Reporting Period:	Fiscal Year, first month: April
Peer Group (6 entities)	

Peer Group Geography:	Asia
Peer Group Sector:	Residential
Legal Status:	Listed
Average GAV:	\$51.1 Billion

Regional allocation of assets	100% India	50% China 33% India 17% Japan
Sector allocation of assets	99% Residential: Multi-Family < 1% Office: Corporate < 1% Hotel	92% Residential: Multi-Family 2% Hotel 1% Industrial: Distribution Warehouse 1% Residential: Other 1% Mixed use: Other < 1% Residential: Student Housing < 1% Office: Corporate < 1% Mixed use: Office/Residential < 1% Residential: Family Homes < 1% Lodging, Leisure & Recreation: Other < 1% Retail: Retail Centers < 1% Other

Peer Group Constituents

China Overseas Land & Investment Ltd.	China Vanke Co., Ltd	ES-CON JAPAN Ltd.
Godrej Properties	Mahindra Lifespace Developers Limited	Sino-Ocean Group Holding Ltd

Validation

GRESB Validation

Automatic	Automatic validation is integrated into the portal as participants fill out their Assessments, and consists of errors and warnings displayed in the portal to ensure that Assessment submissions are complete and accurate.
Manual	Manual validation takes place after submission, and consists of document and text review to check that the answers provided in Assessment are supported by sufficient evidence. The manual validation process reviews the content of all Assessment submissions for accuracy and consistency.

Asset-level Data Validation

Logic Checks	There is a comprehensive set of validation rules implemented for asset-level reporting. These rules consist of logical checks on the relationships between different data fields in the Asset Portal. These errors appear in red around the relevant fields in the Asset Portal Data Editor, along with a message explaining the error. Participants cannot aggregate their asset data to the portfolio level, and therefore cannot submit their Performance Component, until all validation errors are resolved.
Outlier Detection	Based on statistical modelling, GRESB identifies outliers in reported performance data for selected indicators in the Real Estate Performance Component. This analysis is performed to ensure that all participating entities included in the benchmarking and scoring process are compared based on a fair, quality-controlled dataset.

Evidence Manual Validation

LE6	P01	P02	P03	RM1	SE2.1	RP1 Annual Report Sustainability Report Integrated Report Corporate Website Reporting to Investors Other Disclosure
SE5	DRE1	DMA1	DEN1	DWT1	DSE5.2	

- = Accepted
■ = Partially Accepted
■ = Not Accepted/Duplicate
■ = No Response

Manual Validation Decisions - Excluding Accepted Answers





Evidence		
Indicator	Decision	Reason(s):
RM1	Not accepted	Cannot confirm the existence of a framework for environmental management No high-level outline or diagram of the implemented EMS
SE5	Not accepted	Not applicable to the reporting year Does not support most of the selected diversity metrics for governance bodies Does not support some of the selected diversity metrics for employees
DSE5.2	Partially accepted	Does not support some of the selected issues
Other Answers		
Indicator	Decision	Other answer provided:

Manual Validation Decisions - Excluding Accepted Answers

SE2.2	Duplicate	We do conduct an employee engagement survey by a third party to gauge the engagements levels within the organisation and seek feedback on various parameters which guide us in improving the experience for our employees. We also do dipsticks throughout the year. The data from the survey is analysed in depth using statistical tools to arrive at key focus areas for the organization. Focus group discussions are also conducted to validate and deep dive into some of the findings. The action plans are made at an organization level which then get further drilled down to regional level and then to site level. Dipsticks are conducted all through the year to assess the effectiveness, efficiency and experience of the action plans and programs that have got implemented The Management committee of the year spent 4 man days on the data emerging from these surveys and then identify the focus areas in line with the business priorities. Separate sessions are conducted with Regional heads and site heads to sensitize them on the various concerns emerging from the survey findings and then action plans are co-created with them. For areas where we would like to understand further nuances, such groups are identified and focus groups are conducted.
RM1	Not accepted	Thinkstep (ex. PE International - SoFi) - Aligned with GRI Standards 2016
DRE1	Duplicate	Environmental attributes of building materials - environmental characteristics of the building materials such as paints, wood, coatings, etc.
DRE2	Duplicate	Proximity to Public transport

Management

Management

Aspect Indicators	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
 Leadership	7p 23.33%	7	6.19	N/A
LE1 ESG leadership commitments			Not scored	
LE2 ESG Objectives	1	1	1	1% of peers scored lower
LE3 Individual responsible for ESG	2	2	1.91	5% of peers scored lower
LE4 ESG taskforce/committee	1	1	0.96	9% of peers scored lower
LE5 ESG senior decision-maker	1	1	0.99	1% of peers scored lower
LE6 Personnel ESG performance targets	2	2	1.34	53% of peers scored lower
 Policies	4.5p 15%	4.5	4.36	N/A
P01 Policy on environmental issues	1.5	1.5	1.4	12% of peers scored lower
P02 Policy on social issues	1.5	1.5	1.5	0% of peers scored lower
P03 Policy on governance issues	1.5	1.5	1.46	6% of peers scored lower
 Reporting	3.5p 11.67%	3.5	3.28	N/A
RP1 ESG reporting	3.5	3.5	3.28	22% of peers scored lower
RP2.1 ESG incident monitoring			Not scored	
RP2.2 ESG incident occurrences			Not scored	
 Risk Management	5p 16.67%	3	4.03	N/A
RM1 Environmental Management System (EMS)	2	0	1.1	82% of peers scored higher
RM2 Process to implement governance policies	0.5	0.5	0.5	1% of peers scored lower
RM3.1 Social risk assessments	0.5	0.5	0.49	4% of peers scored lower
RM3.2 Governance risk assessments	0.5	0.5	0.49	6% of peers scored lower
RM4 ESG due diligence for new acquisitions	1.5	1.5	1.45	4% of peers scored lower
 Stakeholder Engagement	10p 33.33%	9.5	8.95	N/A
SE1 Employee training	1	1	0.93	31% of peers scored lower
SE2.1 Employee satisfaction survey	1	1	0.7	69% of peers scored lower
SE2.2 Employee engagement program	1	1	0.88	12% of peers scored lower
SE3.1 Employee health & well-being program	0.75	0.75	0.71	15% of peers scored lower
SE3.2 Employee health & well-being measures	1.25	1.25	1.21	12% of peers scored lower
SE4 Employee safety indicators	0.5	0.5	0.48	6% of peers scored lower
SE5 Inclusion and diversity	0.5	0	0.37	97% of peers scored higher
SE6 Supply chain engagement program	1.5	1.5	1.37	24% of peers scored lower
SE7.1 Monitoring property/asset managers	1	1	0.91	10% of peers scored lower
SE7.2 Monitoring external suppliers/service providers	1	1	0.9	10% of peers scored lower
SE8 Stakeholder grievance process	0.5	0.5	0.49	5% of peers scored lower


ESG Commitments and Objectives

This aspect evaluates how the entity integrates ESG into its overall business strategy. The purpose of this section is to (1) identify public ESG commitments made by the entity, (2) identify who is responsible for managing ESG issues and has decision-making authority, (3) communicate to investors how the entity structures management of ESG issues, and (4) determine how ESG is embedded into the entity.

LE1 Not scored


ESG leadership commitments

Percentage of Benchmark

 Yes 85%

ESG leadership standards and principles

 Climate Action 100+ 3%

 Global Investor Coalition on Climate Change (including AIGCC, Ceres, IGCC, IIGCC) 3%

International Labour Organization (ILO) Standards 22%

<input type="checkbox"/> Montreal Pledge	5%	<div><div></div></div>
<input type="checkbox"/> OECD - Guidelines for multinational enterprises	8%	<div><div></div></div>
<input type="checkbox"/> PRI signatory	23%	<div><div></div></div>
<input type="checkbox"/> RE 100	14%	<div><div></div></div>
<input type="checkbox"/> Science Based Targets initiative	13%	<div><div></div></div>
<input type="checkbox"/> Task Force on Climate-related Financial Disclosures (TCFD)	48%	<div><div></div></div>
<input type="checkbox"/> UN Environment Programme Finance Initiative	15%	<div><div></div></div>
<input type="checkbox"/> UN Global Compact	48%	<div><div></div></div>
<input checked="" type="checkbox"/> UN Sustainable Development Goals	73%	<div><div></div></div>
<input type="checkbox"/> WorldGBC's Net Zero Carbon Buildings Commitment	1%	<div><div></div></div>
<input type="checkbox"/> Other	40%	<div><div></div></div>

Provide applicable hyperlink

Evidence provided

<https://www.godrej.com/good-and-green.html>

☐ No 15%

LE2 POINTS: 1/1

ESG Objectives

Percentage of Benchmark

☒ Yes 100%

The objectives relate to

<input checked="" type="checkbox"/> General sustainability	87%	<div><div></div></div>
<input checked="" type="checkbox"/> Environment	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Social	99%	<div><div></div></div>
<input checked="" type="checkbox"/> Governance	99%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and well-being	94%	<div><div></div></div>

Business strategy integration

Percentage of Benchmark



- ☒ [99%] Fully integrated into the overall business strategy
- ☐ [1%] Partially integrated into the overall business strategy

The objectives are

☒ Publicly available 100%

Provide applicable hyperlink

Evidence provided

<https://www.godrej.com/good-and-green.html>

☐ Not publicly available 0%

Communicate the objectives and explain how they are integrated into the overall business strategy (maximum 250 words)



At Godrej, our sustainability strategy, Good & Green, is driven by the desire to help create a more inclusive and greener India. Launched in 2011 as one of our four key imperatives for 2020, Good & Green is based on shared value, a principle that aligns business competitiveness and growth with social and environmental impact.

At its root lies the idea that companies can help solve critical social issues while strengthening their competitive advantage. By 2020, we aspire to create a more employable Indian workforce, build a greener India, and innovate for 'good' and 'green' products. 'Good' products are designed to address a critical social issue (e.g. healthcare and sanitation) for consumers at the base of the income pyramid. 'Green' products are those that are environmentally sustainable.

☐ No

0%



ESG Decision Making

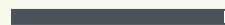
LE3 POINTS: 2/2

Individual responsible for ESG

Percentage of Benchmark

☒ Yes

97%



The individual(s) is/are

☒ Dedicated employee(s) for whom ESG is the core responsibility

51%


☒ Employee(s) for whom ESG is among their responsibilities

92%


☒ External consultants/manager

78%


☐ Investment partners (co-investors/JV partners)

3%


☐ No

3%


LE4 POINTS: 1/1

ESG taskforce/committee

Percentage of Benchmark

☒ Yes

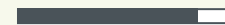
99%



Members of the taskforce or committee

☒ Board of Directors

83%


☒ C-suite level staff

84%


☒ Investment Committee

36%


☐ Fund/portfolio managers

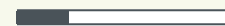
62%


☒ Asset managers

80%


☒ ESG portfolio manager

23%


☐ Investment analysts

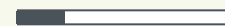
6%


☒ Dedicated staff on ESG issues

50%


☒ External managers or service providers

22%


☒ Investor relations

72%


☐ Other

53%


☐ No

1%


LE5 POINTS: 1/1

ESG senior decision-maker

Percentage of Benchmark

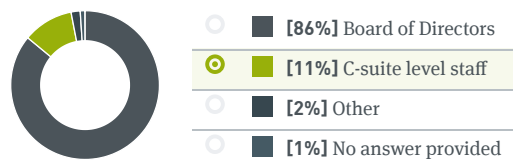
☒ Yes

99%



The individual's most senior role is as part of

Percentage of Benchmark



Process of informing the most senior decision-maker



Sustainable thinking forms the core of GPL 's development proposition. Real estate is amongst the highest in resource consumption over its life cycle. As an ethical and responsible business GPL 's policy decision is to design and build sustainable buildings and green homes that minimize impact on the environment. We at GPL have a C-suite level leader as the senior decision-maker accountable for ESG issues to ensure an effective integration of ESG into the business strategy and management from a top down approach. Some of our internal measurable targets towards ESG issues include:

1. 100% green certification for buildings with IGBC silver as minimum and performance incentives to increase ratings.
2. Usage of both passive and active techniques in Design to build sustainable buildings with measurable impact on resource consumption
3. Reporting during construction with the aim to reduce energy, waste, water and emission footprints in addition to measurable targets for initiatives to offset these as part of CSR initiatives.
4. Sustainability mapping for all projects for regulatory compliance
5. Setting up contractual mechanisms for procurement /construction with measurable targets
6. Industry initiatives for consumer awareness with measurable targets

☐ No 1%

LE6 POINTS: 2/2

Personnel ESG performance targets

Percentage of Benchmark

☒ Yes 91%

Predetermined consequences

☒ Yes 90%

☒ Financial consequences 87%

Personnel to whom these factors apply

☒ Board of Directors 30%

☒ C-suite level staff 43%

☐ Investment Committee 29%

☐ Fund/portfolio managers 22%

☒ Asset managers 43%

☒ ESG portfolio manager 13%

☐ Investment analysts 7%

☒ Dedicated staff on ESG issues 37%

☒ External managers or service providers 9%

☐ Investor relations 42%

☐ All employees 47%

☐ Other 20%

☒ Non-financial consequences 72%

Personnel to whom these factors apply

☒ Board of Directors 23%

<input checked="" type="checkbox"/> C-suite level staff	31%	<div><div></div></div>
<input type="checkbox"/> Investment Committee	19%	<div><div></div></div>
<input type="checkbox"/> Fund/portfolio managers	28%	<div><div></div></div>
<input checked="" type="checkbox"/> Asset managers	33%	<div><div></div></div>
<input checked="" type="checkbox"/> ESG portfolio manager	9%	<div><div></div></div>
<input type="checkbox"/> Investment analysts	6%	<div><div></div></div>
<input checked="" type="checkbox"/> Dedicated staff on ESG issues	30%	<div><div></div></div>
<input checked="" type="checkbox"/> External managers or service providers	8%	<div><div></div></div>
<input type="checkbox"/> Investor relations	35%	<div><div></div></div>
<input type="checkbox"/> All employees	47%	<div><div></div></div>
<input type="checkbox"/> Other	13%	<div><div></div></div>
<input type="radio"/> No	1%	<div><div></div></div>

Provide applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☐ No 9%

ESG Policies

This aspect confirms the existence and scope of the entity's policies that address environmental, social, and governance issues.

P01 POINTS: 1.5/1.5

Policy on environmental issues

Percentage of Benchmark

☒ Yes 100%

Environmental issues included

<input checked="" type="checkbox"/> Biodiversity and habitat	63%	<div><div></div></div>
<input checked="" type="checkbox"/> Climate/climate change adaptation	64%	<div><div></div></div>
<input checked="" type="checkbox"/> Energy consumption	98%	<div><div></div></div>
<input checked="" type="checkbox"/> Greenhouse gas emissions	93%	<div><div></div></div>
<input checked="" type="checkbox"/> Indoor environmental quality	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Material sourcing	60%	<div><div></div></div>
<input checked="" type="checkbox"/> Pollution prevention	56%	<div><div></div></div>
<input checked="" type="checkbox"/> Renewable energy	55%	<div><div></div></div>
<input checked="" type="checkbox"/> Resilience to catastrophe/disaster	71%	<div><div></div></div>
<input checked="" type="checkbox"/> Sustainable procurement	78%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste management	93%	<div><div></div></div>
<input checked="" type="checkbox"/> Water consumption	93%	<div><div></div></div>
<input type="checkbox"/> Other	17%	<div><div></div></div>

Provide applicable evidence

Evidence provided

[ACCEPTED]

<http://www.godrejgoodandgreen.com/>☐ No

0%

**P02** POINTS: 1.5/1.5

Policy on social issues

Percentage of Benchmark

☒ Yes

100%



Social issues included

<input checked="" type="checkbox"/> Child labor	66%	
<input checked="" type="checkbox"/> Community development	50%	
<input checked="" type="checkbox"/> Customer satisfaction	56%	
<input checked="" type="checkbox"/> Employee engagement	70%	
<input checked="" type="checkbox"/> Employee health & well-being	98%	
<input checked="" type="checkbox"/> Employee remuneration	81%	
<input checked="" type="checkbox"/> Forced or compulsory labor	66%	
<input checked="" type="checkbox"/> Freedom of association	35%	
<input checked="" type="checkbox"/> Health and safety: community	42%	
<input checked="" type="checkbox"/> Health and safety: contractors	47%	
<input checked="" type="checkbox"/> Health and safety: employees	99%	
<input checked="" type="checkbox"/> Health and safety: tenants/customers	85%	
<input checked="" type="checkbox"/> Human rights	77%	
<input checked="" type="checkbox"/> Inclusion and diversity	88%	
<input checked="" type="checkbox"/> Labor standards and working conditions	92%	
<input checked="" type="checkbox"/> Social enterprise partnering	17%	
<input checked="" type="checkbox"/> Stakeholder relations	91%	
<input type="checkbox"/> Other	16%	

Provide applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☐ No

0%

**P03** POINTS: 1.5/1.5

Policy on governance issues

Percentage of Benchmark

☒ Yes

100%



Governance issues included

<input checked="" type="checkbox"/> Bribery and corruption	99%	
<input checked="" type="checkbox"/> Cybersecurity	88%	
<input checked="" type="checkbox"/> Data protection and privacy	100%	

<input checked="" type="checkbox"/> Executive compensation	86%	<div><div></div></div>
<input type="checkbox"/> Fiduciary duty	80%	<div><div></div></div>
<input checked="" type="checkbox"/> Fraud	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Political contributions	51%	<div><div></div></div>
<input checked="" type="checkbox"/> Shareholder rights	98%	<div><div></div></div>
<input type="checkbox"/> Other	29%	<div><div></div></div>

Provide applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☐ No 0%

ESG Disclosure

Institutional investors and other shareholders are primary drivers for greater sustainability reporting and disclosure among investable entities. Real estate companies and managers share how ESG management practices performance impacts the business through formal disclosure mechanisms. This aspect evaluates how the entity communicates its ESG actions and/or performance.

RP1 POINTS: 3.5/3.5

ESG reporting

Percentage of Benchmark

☒ Yes 100%

Types of disclosure

☒ Section in Annual Report 88%

Reporting level

☒ Entity 81%

☐ Investment manager 0%

☐ Group 7%

Aligned with

☐ [69%] No answer provided☒ [18%] GRI Standards, 2016☐ [12%] Other☐ [1%] INREV Sustainability Reporting Recommendations, 2016

Third-party review

☒ Yes 57%

☒ Externally checked 47%

☐ Externally verified 1%

☐ Externally assured 9%

☐ No 31%

Provide applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☒ Stand-alone sustainability report(s) 78%

Reporting level

<input checked="" type="radio"/> Entity	35%	<div><div></div></div>
<input type="radio"/> Investment manager	2%	<div><div></div></div>
<input type="radio"/> Group	41%	<div><div></div></div>

Aligned with



<input checked="" type="radio"/> [54%] GRI Standards, 2016:
<input type="radio"/> [36%] No answer provided
<input type="radio"/> [6%] Other
<input type="radio"/> [2%] GRI Sustainability Reporting Guidelines, G4
<input type="radio"/> [2%] IIRC International Integrated Reporting Framework, 2013

Third-party review

<input checked="" type="radio"/> Yes	51%	<div><div></div></div>
<input type="radio"/> Externally checked	15%	<div><div></div></div>
<input type="radio"/> Externally verified	3%	<div><div></div></div>
<input checked="" type="radio"/> Externally assured	33%	<div><div></div></div>

using



<input type="radio"/> [68%] No answer provided
<input checked="" type="radio"/> [23%] ISAE 3000
<input type="radio"/> [8%] AA1000AS
<input type="radio"/> [1%] ASAE3000

<input type="radio"/> No	27%	<div><div></div></div>
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Provide applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

<input type="radio"/> Integrated Report	37%	<div><div></div></div>
<input checked="" type="checkbox"/> Dedicated section on corporate website	93%	<div><div></div></div>

Reporting level

<input type="radio"/> Entity	85%	<div><div></div></div>
<input type="radio"/> Investment manager	0%	<div><div></div></div>
<input checked="" type="radio"/> Group	8%	<div><div></div></div>

Evidence provided

[ACCEPTED]

<https://www.godrej.com/good-and-green.html>

<input type="radio"/> Section in entity reporting to investors	70%	<div><div></div></div>
<input type="radio"/> Other	53%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

ESG Incident Monitoring

RP2.1 Not scored

ESG incident monitoring

Percentage of Benchmark

<input checked="" type="radio"/> Yes	100%	<div><div></div></div>
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Stakeholders covered

<input checked="" type="checkbox"/> Clients/Customers	64%	<div><div></div></div>
<input checked="" type="checkbox"/> Community/Public	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Contractors	65%	<div><div></div></div>
<input checked="" type="checkbox"/> Employees	72%	<div><div></div></div>
<input checked="" type="checkbox"/> Investors/Shareholders	95%	<div><div></div></div>
<input checked="" type="checkbox"/> Regulators/Government	77%	<div><div></div></div>
<input type="checkbox"/> Special interest groups (NGOs, Trade Unions, etc)	41%	<div><div></div></div>
<input checked="" type="checkbox"/> Suppliers	55%	<div><div></div></div>
<input type="checkbox"/> Other stakeholders	22%	<div><div></div></div>

Process for communicating ESG-related incidents



This is a requirement under the Companies Act, 2013 & SEBI listing Regulations.

This forms a part of the Annual Report and the section containing Chairman's message which is also publicly available on our website.

☐ No 0%

RP2.2 Not scored

ESG incident occurrences

Percentage of Benchmark

☒ Yes 7%

0

0

0

Additional context



"To reinforce the risk of corruption and its potential impact, we ensure that all operations at GPL are assessed for risks due to corruption as part of our Code of Conduct. In furtherance, we also provide anti-corruption trainings to all our employees during orientation sessions and are proud to declare that for FY19, there were no incidents of corruption reported. Additionally, for FY19, there were no incidents of non-compliance with laws and regulations in the social and economic area."

- Chairman's Message, Annual Report

☐ No 93%

Risk Management

This aspect evaluates the processes used by the entity to support ESG implementation and investigates the steps undertaken to recognize and prevent material ESG related risks.

RM1 POINTS: 0/2

Environmental Management System (EMS)

Percentage of Benchmark

☒ Yes 84%

☐ Aligned with 9%

☒ Third-party certified using 27%

Percentage of Benchmark


☐ [73%] No answer provided

☐ [20%] ISO 14001

☒ [7%] Other

Thinkstep (ex. PE International - SoFi) - Aligned with GRI Standards 2016 [NOT ACCEPTED]

☐ The EMS is not aligned with a standard nor certified externally

48%

Provide applicable evidence

Evidence provided (but not shared with investors)

[NOT ACCEPTED]

☐ No

16%

RM2 POINTS: 0.5/0.5

Process to implement governance policies

Percentage of Benchmark

☒ Yes

100%

Systems and procedures used

☒ Compliance linked to employee remuneration

50%

☒ Dedicated help desks, focal points, ombudsman, hotlines

84%

☒ Disciplinary actions in case of breach, i.e. warning, dismissal, zero tolerance policy

87%

☒ Employee performance appraisal systems integrate compliance with codes of conduct

65%

☒ Investment due diligence process

94%

☒ Responsibilities, accountabilities and reporting lines are systematically defined in all divisions and group companies

63%

☒ Training related to governance risks for employees

100%

☐ Regular follow-ups

97%

☒ When an employee joins the organization

99%

☒ Whistle-blower mechanism

100%

☐ Other

16%

☐ No

0%

☐ Not applicable

0%

Risk Assessments

RM3.1 POINTS: 0.5/0.5

Social risk assessments

Percentage of Benchmark

☒ Yes

99%

Issues included

☒ Child labor

47%

☐ Community development

35%

☐ Controversies linked to social enterprise partnering

29%

☒ Customer satisfaction

72%

<input checked="" type="checkbox"/> Employee engagement	84%	<div><div></div></div>
<input checked="" type="checkbox"/> Employee health & well-being	93%	<div><div></div></div>
<input checked="" type="checkbox"/> Forced or compulsory labor	59%	<div><div></div></div>
<input type="checkbox"/> Freedom of association	21%	<div><div></div></div>
<input type="checkbox"/> Health and safety: community	41%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: contractors	45%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: employees	95%	<div><div></div></div>
<input type="checkbox"/> Health and safety: tenants/customers	64%	<div><div></div></div>
<input type="checkbox"/> Health and safety: supply chain (beyond tier 1 suppliers and contractors)	22%	<div><div></div></div>
<input checked="" type="checkbox"/> Human rights	66%	<div><div></div></div>
<input checked="" type="checkbox"/> Inclusion and diversity	59%	<div><div></div></div>
<input checked="" type="checkbox"/> Labor standards and working conditions	91%	<div><div></div></div>
<input type="checkbox"/> Stakeholder relations	72%	<div><div></div></div>
<input type="checkbox"/> Other	8%	<div><div></div></div>
<input type="radio"/> No	1%	<div><div></div></div>

RM3.2 POINTS: 0.5/0.5**Governance risk assessments**

Percentage of Benchmark

<input checked="" type="radio"/> Yes	99%	<div><div></div></div>
--------------------------------------	-----	------------------------

Issues included

<input checked="" type="checkbox"/> Bribery and corruption	98%	<div><div></div></div>
<input checked="" type="checkbox"/> Cybersecurity	97%	<div><div></div></div>
<input checked="" type="checkbox"/> Data protection and privacy	99%	<div><div></div></div>
<input checked="" type="checkbox"/> Executive compensation	52%	<div><div></div></div>
<input type="checkbox"/> Fiduciary duty	80%	<div><div></div></div>
<input checked="" type="checkbox"/> Fraud	92%	<div><div></div></div>
<input checked="" type="checkbox"/> Political contributions	36%	<div><div></div></div>
<input checked="" type="checkbox"/> Shareholder rights	91%	<div><div></div></div>
<input type="checkbox"/> Other	24%	<div><div></div></div>
<input type="radio"/> No	1%	<div><div></div></div>

RM4 POINTS: 1.5/1.5**ESG due diligence for new acquisitions**

Percentage of Benchmark

<input checked="" type="radio"/> Yes	98%	<div><div></div></div>
--------------------------------------	-----	------------------------

Issues included

<input checked="" type="checkbox"/> Biodiversity and habitat	35%	<div><div></div></div>
<input checked="" type="checkbox"/> Building safety	98%	<div><div></div></div>

<input type="checkbox"/> Climate/Climate change adaptation	49%	<div><div></div></div>
<input checked="" type="checkbox"/> Compliance with regulatory requirements	93%	<div><div></div></div>
<input checked="" type="checkbox"/> Contaminated land	95%	<div><div></div></div>
<input checked="" type="checkbox"/> Energy efficiency	59%	<div><div></div></div>
<input checked="" type="checkbox"/> Energy supply	72%	<div><div></div></div>
<input checked="" type="checkbox"/> Flooding	77%	<div><div></div></div>
<input checked="" type="checkbox"/> GHG emissions	55%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and well-being	84%	<div><div></div></div>
<input checked="" type="checkbox"/> Indoor environmental quality	83%	<div><div></div></div>
<input type="checkbox"/> Natural hazards	88%	<div><div></div></div>
<input checked="" type="checkbox"/> Socio-economic	85%	<div><div></div></div>
<input checked="" type="checkbox"/> Transportation	93%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste management	64%	<div><div></div></div>
<input checked="" type="checkbox"/> Water efficiency	56%	<div><div></div></div>
<input checked="" type="checkbox"/> Water supply	73%	<div><div></div></div>
<input type="checkbox"/> Other	38%	<div><div></div></div>
<input type="radio"/> No	1%	<div><div></div></div>
<input type="radio"/> Not applicable	1%	<div><div></div></div>

Employees


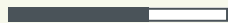
Improving the sustainability performance of a real estate portfolio requires dedicated resources, a commitment from senior management and tools for measurement/management of resource consumption. It also requires the cooperation of other stakeholders, including employees and suppliers. This aspect identifies actions taken to engage with those stakeholders, as well as the nature of the engagement.

SE1 POINTS: 1/1

Employee training	Percentage of Benchmark
<input checked="" type="radio"/> Yes Percentage of employees who received professional training: 100% Percentage of employees who received ESG-specific training: 100%	100% <div><div></div></div> Benchmark Average: 97 % Benchmark Average: 90 %
ESG-specific training focuses on (multiple answers possible):	
<input checked="" type="checkbox"/> Environmental issues	92% <div><div></div></div>
<input checked="" type="checkbox"/> Social issues	95% <div><div></div></div>
<input checked="" type="checkbox"/> Governance issues	85% <div><div></div></div>
<input type="radio"/> No	0% <div><div></div></div>

SE2.1 POINTS: 1/1

Employee satisfaction survey	Percentage of Benchmark
<input checked="" type="radio"/> Yes	94% <div><div></div></div>
The survey is undertaken	

<input checked="" type="checkbox"/> Internally Percentage of employees covered: 100% Survey response rate: 87%	50%	 Benchmark Average: 48 % Benchmark Average: 47 %
<input checked="" type="checkbox"/> By an independent third party Percentage of employees covered: 100% Survey response rate: 77%	64%	 Benchmark Average: 60 % Benchmark Average: 58 %

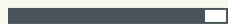




Provide applicable evidence

Evidence provided

[ACCEPTED]

<https://www.greatplacetowork.in/great/rated/India/Godrej-Properties>
<https://www.greatplacetowork.in/gptw-model/#gptw-model-forall>











Quantitative metrics included

<input checked="" type="radio"/> Yes	90%	
Metrics include		
<input checked="" type="checkbox"/> Net Promoter Score	13%	
<input checked="" type="checkbox"/> Overall satisfaction score	69%	
<input checked="" type="checkbox"/> Other Motivation Indicator, Retention Indicator, Discretionary effort indicator, Sustainable [ACCEPTED] Engagement Index, Manager effectiveness index, Organizational Health Index	60%	
<input type="radio"/> No	5%	
<input type="radio"/> No	6%	

SE2.2 POINTS: 1/1

Employee engagement program

Percentage of Benchmark

<input checked="" type="radio"/> Yes	94%	
Program elements		
<input checked="" type="checkbox"/> Planning and preparation for engagement	44%	
<input checked="" type="checkbox"/> Development of action plan	80%	
<input checked="" type="checkbox"/> Implementation	50%	
<input checked="" type="checkbox"/> Training	51%	
<input checked="" type="checkbox"/> Program review and evaluation	48%	
<input checked="" type="checkbox"/> Feedback sessions with c-suite level staff	86%	
<input checked="" type="checkbox"/> Feedback sessions with separate teams/departments	72%	
<input checked="" type="checkbox"/> Focus groups	49%	
<input checked="" type="checkbox"/> Other We do conduct an employee engagement survey by a third party to gauge the [DUPLICATE] engagements levels within the organisation and seek feedback on various parameters which guide us in improving the experience for our employees. We also do dipsticks throughout the year. The data from the survey is analysed in depth using statistical tools to arrive at key focus areas for the organization. Focus group discussions are also conducted to validate and deep dive into some of the findings. The action plans are made at an organization level which then get further drilled down to regional level and then to site level. Dipsticks are conducted all through the year to assess the effectiveness, efficiency and experience of the action plans and programs that have got implemented The Management committee of the year spent 4 man days on the data emerging from these surveys and then identify the focus areas in line with the business priorities. Separate sessions are conducted with Regional heads and site heads to sensitize them on the various concerns emerging from the survey findings and then action plans are co-created with them. For areas where	20%	


we would like to understand further nuances, such groups are identified and focus groups are conducted.

- ☐ No 1% 
- ☐ Not applicable 5% 

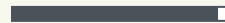
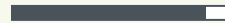


SE3.1 POINTS: 0.75/0.75

Employee health & well-being program

Percentage of Benchmark

- ☒ Yes 100% 

The program includes


- ☒ Needs assessment 94% 
- ☒ Goal setting 88% 
- ☒ Action 100% 
- ☒ Monitoring 94% 

- ☐ No 0% 


SE3.2 POINTS: 1.25/1.25

Employee health & well-being measures

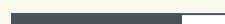
Percentage of Benchmark


- ☒ Yes 100% 

Measures covered


- ☒ Needs assessment 95% 


Monitoring employee health and well-being needs through


- ☒ Employee surveys on health and well-being 78% 
Percentage of employees: 100% Benchmark Average: 77 %


- ☒ Physical and/or mental health checks 94% 
Percentage of employees: 100% Benchmark Average: 91 %

- ☐ Other 6% 


- ☒ Goals address 90% 


- ☒ Mental health and well-being 77% 


- ☒ Physical health and well-being 88% 


- ☒ Social health and well-being 63% 


- ☐ Other 6% 


- ☒ Health is promoted through 100% 


- ☒ Acoustic comfort 43% 


- ☒ Biophilic design 57% 

- ☒ Childcare facilities contributions 29% 

- ☒ Flexible working hours 88% 

- ☒ Healthy eating 73% 

- ☒ Humidity 41% 

- ☐ Illumination 

<input checked="" type="checkbox"/> Inclusive design	53%	<div><div></div></div>
<input checked="" type="checkbox"/> Indoor air quality	78%	<div><div></div></div>
<input checked="" type="checkbox"/> Lighting controls and/or daylight	72%	<div><div></div></div>
<input checked="" type="checkbox"/> Noise control	38%	<div><div></div></div>
<input checked="" type="checkbox"/> Paid maternity leave in excess of legally required minimum	38%	<div><div></div></div>
<input checked="" type="checkbox"/> Paid paternity leave in excess of legally required minimum	35%	<div><div></div></div>
<input checked="" type="checkbox"/> Physical activity	78%	<div><div></div></div>
<input checked="" type="checkbox"/> Physical and/or mental healthcare access	98%	<div><div></div></div>
<input checked="" type="checkbox"/> Social interaction and connection	86%	<div><div></div></div>
<input checked="" type="checkbox"/> Thermal comfort	72%	<div><div></div></div>
<input checked="" type="checkbox"/> Water quality	63%	<div><div></div></div>
<input checked="" type="checkbox"/> Working from home arrangements	83%	<div><div></div></div>
<input type="checkbox"/> Other	23%	<div><div></div></div>
<input checked="" type="checkbox"/> Outcomes are monitored by tracking	91%	<div><div></div></div>
<input checked="" type="checkbox"/> Environmental quality	57%	<div><div></div></div>
<input checked="" type="checkbox"/> Population experience and opinions	56%	<div><div></div></div>
<input checked="" type="checkbox"/> Program performance	58%	<div><div></div></div>
<input type="checkbox"/> Other	12%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>
<input type="radio"/> Not applicable	0%	<div><div></div></div>

SE4 POINTS: 0.5/0.5

Employee safety indicators

Percentage of Benchmark

<input checked="" type="radio"/> Yes	99%	<div><div></div></div>
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Indicators monitored

<input checked="" type="checkbox"/> Work station and/or workplace checks Percentage of employees: 100%	67%	<div><div></div></div> Benchmark Average: 64 %
<input type="checkbox"/> Absentee rate	76%	<div><div></div></div>
<input checked="" type="checkbox"/> Injury rate 0	76%	<div><div></div></div>
<input checked="" type="checkbox"/> Lost day rate 0	78%	<div><div></div></div>
<input type="checkbox"/> Other metrics	30%	<div><div></div></div>

Safety indicators calculation method



At Godrej we have a truly trust based work environment and so our Sick Leaves are designed to enable employees to avail leave on a 'need to' basis when they are unwell. All employees are eligible to avail Sick Leaves on need basis. Given our trust based approach, we allow our employees to take up to 90 days of sick leave with pay. These are not tracked and hence we will not be able to provide an absentee rate.

☐ No

1%



SE5 POINTS: 0/0.5

Inclusion and diversity

Percentage of Benchmark

☒ Yes

99%



Diversity of governance bodies

98%

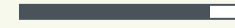


Diversity metrics



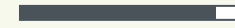
Age group distribution

87%



Board tenure

90%



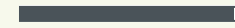
Gender pay gap

21%



Gender ratio

98%



Women: 10%

Benchmark Average: 12 %

Men: 90%

Benchmark Average: 86 %



International background

40%



Racial diversity

24%



Socioeconomic background

27%



Diversity of employees

97%

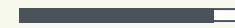


Diversity metrics



Age group distribution

88%



Under 30 years old: 31.6%

Benchmark Average: 13 %

Between 30 and 50 years old: 66.07%

Benchmark Average: 57 %

Over 50 years old: 2.33%

Benchmark Average: 18 %



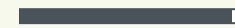
Gender pay gap

19%



Gender ratio

97%



Women: 29.43%

Benchmark Average: 36 %

Men: 70.57%

Benchmark Average: 60 %



International background

42%



Racial diversity

27%



Socioeconomic background

19%



Additional context



We view our diverse workforce and rich pool of talent, as a source of competitive advantage and a key to success; and are intent on creating an inclusive workplace that capitalizes on these differences.

We value gender diversity and have focused diversity KRAs within HR for Resourcing and Retention. Our proactive hiring practice has led to an overall gender diversity ratio of 30% for consecutive second year, making us one of the organizations having the highest D & I ratio in real estate sector. (confirm applicability to reporting period)

Provide applicable evidence

Evidence provided (but not shared with investors)

[NOT ACCEPTED]

☐ No

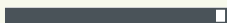
1%



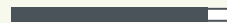
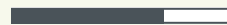



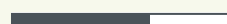


Suppliers

SE6 POINTS: 1.5/1.5**Supply chain engagement program**


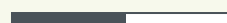






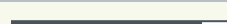

Percentage of Benchmark

☒ Yes 95% 





Program elements

<input checked="" type="checkbox"/> Developing or applying ESG policies	90%	
<input checked="" type="checkbox"/> Planning and preparation for engagement	70%	
<input type="checkbox"/> Development of action plan	55%	
<input checked="" type="checkbox"/> Implementation of engagement plan	66%	
<input checked="" type="checkbox"/> Training	62%	
<input checked="" type="checkbox"/> Program review and evaluation	63%	
<input checked="" type="checkbox"/> Feedback sessions with stakeholders	67%	
<input type="checkbox"/> Other	6%	

Topics included

<input checked="" type="checkbox"/> Business ethics	92%	
<input checked="" type="checkbox"/> Child labor	52%	
<input checked="" type="checkbox"/> Environmental process standards	83%	
<input checked="" type="checkbox"/> Environmental product standards	83%	
<input checked="" type="checkbox"/> Health and safety: employees	70%	
<input checked="" type="checkbox"/> Health and well-being	65%	
<input checked="" type="checkbox"/> Human health-based product standards	60%	
<input checked="" type="checkbox"/> Human rights	76%	
<input checked="" type="checkbox"/> Labor standards and working conditions	87%	
<input type="checkbox"/> Other	24%	


External parties to whom the requirements apply

<input checked="" type="checkbox"/> Contractors	90%	
<input checked="" type="checkbox"/> Suppliers	90%	
<input type="checkbox"/> Supply chain (beyond 1 tier suppliers and contractors)	36%	
<input type="checkbox"/> Other	7%	

☐ No 5% 

SE7.1 POINTS: 1/1**Monitoring property/asset managers**

Percentage of Benchmark

☒ Yes 93% 

Monitoring compliance of

Percentage of Benchmark



<input checked="" type="radio"/>	[41%] Both internal and external property/asset managers
<input type="radio"/>	[35%] External property/asset managers
<input type="radio"/>	[17%] Internal property/asset managers
<input type="radio"/>	[7%] No answer provided

Methods used

<input checked="" type="checkbox"/> Checks performed by independent third party	26%	<div><div></div></div>
<input checked="" type="checkbox"/> Property/asset manager ESG training	76%	<div><div></div></div>
<input checked="" type="checkbox"/> Property/asset manager self-assessments	77%	<div><div></div></div>
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by the entity's employees	88%	<div><div></div></div>
<input type="checkbox"/> Require external property/asset managers' alignment with a professional standard	21%	<div><div></div></div>
<input type="checkbox"/> Other	6%	<div><div></div></div>
<input type="radio"/> No	5%	<div><div></div></div>
<input type="radio"/> Not applicable	2%	<div><div></div></div>

SE7.2 POINTS: 1/1

Monitoring external suppliers/service providers

Percentage of Benchmark

<input checked="" type="radio"/> Yes	90%	<div><div></div></div>
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Methods used

<input checked="" type="checkbox"/> Checks performed by an independent third party	16%	<div><div></div></div>
<input type="checkbox"/> Regular meetings and/or checks performed by external property/asset managers	52%	<div><div></div></div>
<input checked="" type="checkbox"/> Regular meetings and/or checks performed by the entity's employees	80%	<div><div></div></div>
<input type="checkbox"/> Require supplier/service providers' alignment with a professional standard	29%	<div><div></div></div>
<input type="checkbox"/> Supplier/service provider ESG training	42%	<div><div></div></div>
<input type="checkbox"/> Supplier/service provider self-assessments	58%	<div><div></div></div>
<input type="checkbox"/> Other	12%	<div><div></div></div>
<input type="radio"/> No	10%	<div><div></div></div>
<input type="radio"/> Not applicable	0%	<div><div></div></div>

SE8 POINTS: 0.5/0.5

Stakeholder grievance process

Percentage of Benchmark








<input checked="" type="radio"/> Yes	99%	<div><div></div></div>
--------------------------------------	-----	------------------------

Process characteristics

<input checked="" type="checkbox"/> Accessible and easy to understand	98%	<div><div></div></div>
<input checked="" type="checkbox"/> Anonymous	71%	<div><div></div></div>
<input checked="" type="checkbox"/> Dialogue based	91%	<div><div></div></div>
<input checked="" type="checkbox"/> Equitable & rights compatible	86%	<div><div></div></div>
<input checked="" type="checkbox"/> Improvement based	77%	<div><div></div></div>

<input checked="" type="checkbox"/> Legitimate & safe	90%	<div><div></div></div>
<input type="checkbox"/> Predictable	35%	<div><div></div></div>
<input type="checkbox"/> Prohibitive against retaliation	57%	<div><div></div></div>
<input checked="" type="checkbox"/> Transparent	78%	<div><div></div></div>
<input type="checkbox"/> Other	9%	<div><div></div></div>
The process applies to		
<input checked="" type="checkbox"/> Contractors	85%	<div><div></div></div>
<input checked="" type="checkbox"/> Suppliers	84%	<div><div></div></div>
<input type="checkbox"/> Supply chain (beyond tier 1 suppliers and contractors)	59%	<div><div></div></div>
<input checked="" type="checkbox"/> Clients/Customers	95%	<div><div></div></div>
<input checked="" type="checkbox"/> Community/Public	90%	<div><div></div></div>
<input checked="" type="checkbox"/> Employees	94%	<div><div></div></div>
<input checked="" type="checkbox"/> Investors/Shareholders	88%	<div><div></div></div>
<input checked="" type="checkbox"/> Regulators/Government	44%	<div><div></div></div>
<input checked="" type="checkbox"/> Special interest groups (NGO's, Trade Unions, etc)	35%	<div><div></div></div>
<input type="checkbox"/> Other	8%	<div><div></div></div>
<input type="radio"/> No	1%	<div><div></div></div>

Development

Aspect Indicators	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
 ESG Requirements	12p 17.14%	12	11	N/A
DRE1 ESG strategy during development	4	4	3.67	33% of peers scored lower
DRE2 Site selection requirements	4	4	4	0% of peers scored lower
DRE3 Site design and development requirements	4	4	4	0% of peers scored lower
 Materials	6p 8.57%	6	3	N/A
DMA1 Materials selection requirements	6	6	3.33	66% of peers scored lower
DMA2.1 Life cycle assessments			Not scored	
DMA2.2 Embodied carbon disclosure			Not scored	
 Building Certifications	13p 18.57%	13	8.35	N/A
DBC1.1 Green building standard requirements	4	4	3.04	66% of peers scored lower
DBC1.2 Green building certifications	9	9	5.31	50% of peers scored lower
 Energy Consumption	14p 20%	12	6.49	N/A
DEN1 Energy efficiency requirements	6	6	5.17	83% of peers scored lower
DEN2.1 On-site renewable energy	6	6	1.27	83% of peers scored lower
DEN2.2 Net-zero carbon design and standards	2	0	0.05	33% of peers scored higher
 Water Use	5p 7.14%	5	4.17	N/A
DWT1 Water conservation strategy	5	5	4.17	50% of peers scored lower
 Waste Management	5p 7.14%	5	4.79	N/A
DWS1 Waste management strategy	5	5	4.79	16% of peers scored lower
 Stakeholder Engagement	15p 21.43%	14	13.4	N/A
DSE1 Health & well-being	2	2	1.88	50% of peers scored lower
DSE2.1 On-site safety	1.5	1.5	1.5	0% of peers scored lower
DSE2.2 Safety metrics	1.5	1.5	1.19	66% of peers scored lower
DSE3.1 Contractor ESG requirements	2	2	2	0% of peers scored lower
DSE3.2 Contractor monitoring methods	2	2	1.67	16% of peers scored lower
DSE4 Community engagement program	2	2	2	0% of peers scored lower
DSE5.1 Community impact assessment	2	2	1.83	16% of peers scored lower
DSE5.2 Community impact monitoring	2	1	1.33	50% of peers scored higher

Development

ESG Requirements

Integrating ESG requirements into construction activities can help mitigate the negative impact on ecological systems, and at the same time improve the environmental efficiency of buildings in the operational phase. This aspect assesses the entity's efforts to address ESG-issues during the design, construction, and site development of new buildings.

DRE1 POINTS: 4/4

ESG strategy during development

Percentage of Benchmark

 Yes

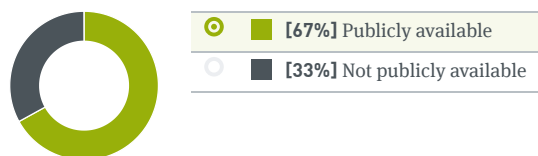
100% 

Strategy elements

<input checked="" type="checkbox"/> Biodiversity and habitat	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Building safety	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Climate/climate change adaptation	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Energy consumption	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Green building certifications	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Greenhouse gas emissions	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and well-being	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Indoor environmental quality	83%	<div><div></div></div>
<input type="checkbox"/> Life-cycle assessments/embodied carbon	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Location and transportation	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Material sourcing	83%	<div><div></div></div>
<input type="checkbox"/> Net-zero/carbon neutral design	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Pollution prevention	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Renewable energy	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Resilience to catastrophe/disaster	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Site selection and land use	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Sustainable procurement	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste management	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Water consumption	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Other	17%	<div><div></div></div>
Environmental attributes of building materials - environmental characteristics of the building materials such as paints, wood, coatings, etc. [DUPLICATE]		

The strategy is

Percentage of Benchmark



Provide applicable evidence

Evidence provided

[ACCEPTED]

<https://www.godrej.com/good-and-green.html>

Business strategy integration



The 2020 Sustainability Goals are to:

1. Ensuring employability- to skill 1 million youth
2. Greener India Reduce specific energy by 30%, Water Positivity, Carbon Neutrality, Zero waste to landfill & increase Renewable Energy by 30%
3. Green Product - 30% of a company's revenue must come from a Good or Green product.

☐ No


0%



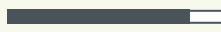






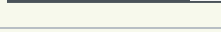
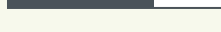
DRE2 POINTS: 4/4

Site selection requirements

Percentage of Benchmark

☒ Yes100% 

Criteria included


<input checked="" type="checkbox"/> Connect to multi-modal transit networks	83%	
<input checked="" type="checkbox"/> Locate projects within existing developed areas	100%	
<input checked="" type="checkbox"/> Protect, restore, and conserve aquatic ecosystems	83%	
<input checked="" type="checkbox"/> Protect, restore, and conserve farmland	67%	
<input checked="" type="checkbox"/> Protect, restore, and conserve floodplain functions	67%	
<input checked="" type="checkbox"/> Protect, restore, and conserve habitats for native, threatened and endangered species	83%	
<input checked="" type="checkbox"/> Protect, restore, and conserve historical and heritage sites	83%	
<input checked="" type="checkbox"/> Redevelop brownfield sites	67%	
<input checked="" type="checkbox"/> Other Proximity to Public transport	50%	

[DUPLICATE]


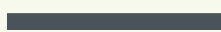

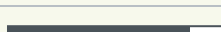
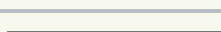


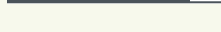

☐ No0% **DRE3** POINTS: 4/4

Site design and development requirements

Percentage of Benchmark

☒ Yes100% 

Criteria included

<input checked="" type="checkbox"/> Manage waste by diverting construction and demolition materials from disposal	100%	
<input checked="" type="checkbox"/> Manage waste by diverting reusable vegetation, rocks, and soil from disposal	100%	
<input checked="" type="checkbox"/> Minimize light pollution to the surrounding community	83%	
<input checked="" type="checkbox"/> Minimize noise pollution to the surrounding community	83%	
<input checked="" type="checkbox"/> Perform environmental site assessment	83%	
<input checked="" type="checkbox"/> Protect air quality during construction	100%	
<input checked="" type="checkbox"/> Protect and restore habitat and soils disturbed during construction and/or during previous development	83%	
<input checked="" type="checkbox"/> Protect surface water and aquatic ecosystems by controlling and retaining construction pollutants	100%	
<input checked="" type="checkbox"/> Other Manage Heat island effect by encouraging use of high SRI value materials and ensuring covered parking area	17%	


[ACCEPTED]

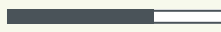
☐ No0% **Development****Materials**

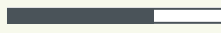
Consideration of the environmental attributes of materials during the design of development projects can reduce the overall life cycle emissions. In addition, consideration of health attributes for materials affects the on-site health and safety of personnel and health and well-being of occupants once the development is completed. This aspect assesses criteria on material selection related to (1) environmental and health attributes and (2) life cycle emissions, as well as disclosure on embodied carbon emissions.


DMA1 POINTS: 6/6**Materials selection requirements**


Percentage of Benchmark

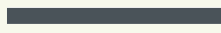
☒ Yes100% **Issues addressed**


☒ Requirement for disclosure about the environmental and/or health attributes of building materials (multiple answers possible) 67% 

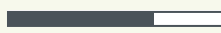
☒ Environmental Product Declarations 67% 

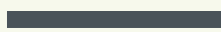
☒ Health Product Declarations 50% 


☐ Other types of required health and environmental disclosure: 17% 

☒ Material characteristics 100% 


☒ Locally extracted or recovered materials 100% 


☒ Low embodied carbon materials 67% 


☒ Low-emitting VOC materials 100% 


☒ Materials and packaging that can easily be recycled 83% 

☒ Materials that disclose environmental impacts 67% 

☒ Materials that disclose potential health hazards 50% 

☒ Rapidly renewable materials and recycled content materials 50% 

☐ "Red list" of prohibited materials or ingredients that should not be used on the basis of their human and/or environmental impacts 50% 

☒ Third-party certified wood-based materials and products 67% 

Types of third-party certification used:: FSC certified wood

[ACCEPTED]

☐ Other 17% 


Provide applicable evidence

Evidence provided (but not shared with investors)

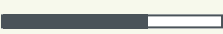
[ACCEPTED]

☐ No0% **DMA2.1** Not scored**Life cycle assessments**

Percentage of Benchmark

☐ Yes17% ☒ No83% **DMA2.2** Not scored**Embodied carbon disclosure**

Percentage of Benchmark



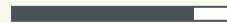
☐ Yes33% ☒ No67% ☐ Not applicable0% **Development****Building Certifications****DBC1.1** POINTS: 4/4

Green building standard requirements

Percentage of Benchmark

☒ Yes100% 

Requirements

☐ Projects required to align with requirements of a third-party green building rating system 33% ☐ Projects required to achieve certification with a green building rating system 50% ☒ Projects required to achieve a specific level of certification 83% Green building rating systems: Indian Green Building Council (IGBC) Green Homes, [FULL POINTS]
LEED India Core & Shell, Green Rating for Integrated Habitat Assessment (GRIHA)Level of certification: "Silver Rating" is a base level certification for projects mandated [FULL POINTS]
internally by the company.


<input checked="" type="radio"/>	[50%] ≥75, ≤100%
<input type="radio"/>	[17%] 0%, <25%
<input type="radio"/>	[17%] ≥50%, <75%
<input type="radio"/>	[16%] No answer provided

☐ No0% 

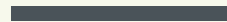
DBC1.2 POINTS: 9/9

Green building certifications

Percentage of Benchmark

☒ Yes100% 

Certification schemes used

☐ Projects registered to obtain a green building certificate 33% ☒ Projects that obtained a green building certificate or official pre-certification 100% 

Scheme name / sub-scheme name / level	Area Certified (sq. ft.)	% portfolio certified by floor area 2019	Number of assets	% of GAV certified - optional 2019
IGBC Green/Homes	46590428	95	53	

☐ No0% ☐ Not applicable0% 

Development





Energy

This aspect describes the entity's strategy to integrate energy efficiency measures, incorporate on-site renewable energy generation and approach to define and achieve net-zero energy performance throughout design and construction activities.

DEN1 POINTS: 6/6

Energy efficiency requirements

Percentage of Benchmark

☒ Yes100% ☒ Requirements for planning and design 100% ☒ Development and implementation of a commissioning plan 67% ☒ Integrative design process 83% ☒ To exceed relevant energy codes or standards 83% ☒ Requirements for minimum energy use intensity post-occupancy 33% 

☐ Other

0%



Provide applicable evidence

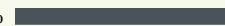
Evidence provided

[ACCEPTED]

Annual_Report2.pdf

☒ Energy efficiency measures

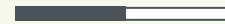
100%


☒ Air conditioning

67%


☒ Commissioning

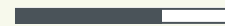
50%


☒ Energy modeling

67%


☒ High-efficiency equipment and appliances

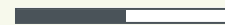
67%


☒ Lighting

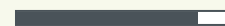
100%


☒ Occupant controls

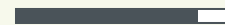
50%


☒ Passive design

83%


☒ Space heating

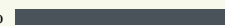
83%


☒ Ventilation

100%


☒ Water heating

100%

☐ Other

17%


☒ Operational energy efficiency monitoring

83%


☐ Building energy management systems

50%


☐ Energy use analytics

67%


☒ Post-construction energy monitoring

67%



For on average years: 3

☒ Sub-meter

83%

☐ Other

0%

☐ No

0%



DEN2.1 POINTS: 6/6

On-site renewable energy

Percentage of Benchmark

☒ Yes

50%



Average design target for on-site production: 2.5%

Renewable energy types

☐ Biofuels

0%


☐ Geothermal

0%


☐ Hydro

0%


☒ Solar/photovoltaic

50%



Percentage of all projects: 100%

Benchmark Average: 21 %

☐ Wind

0%

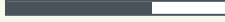

☐ Other

0%



☐ No50% ☐ Not applicable0% **DEN2.2** POINTS: 0/2**Net-zero carbon design and standards**


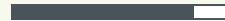
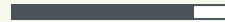




Percentage of Benchmark

☐ Yes33% ☒ No67% **Development****Water Conservation**

This aspect describes the entity's strategy to integrate water conservation measures in development projects.

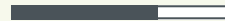

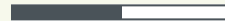

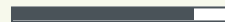
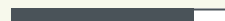
DWT1 POINTS: 5/5**Water conservation strategy**

Percentage of Benchmark

☒ Yes100% **Strategy elements**☒ Requirements for planning and design include100% ☒ Development and implementation of a commissioning plan83% ☒ Integrative design for water conservation83% ☒ Requirements for indoor water efficiency100% ☒ Requirements for outdoor water efficiency83% ☒ Requirements for process water efficiency67% ☒ Requirements for water supply67% ☒ Requirements for minimum water use intensity post-occupancy33% ☐ Other0% **Provide applicable evidence**

Evidence provided (but not shared with investors)

[ACCEPTED]

☒ Common water efficiency measures include100% ☒ Commissioning of water systems67% ☒ Drip/smart irrigation100% ☒ Drought tolerant/low-water landscaping67% ☒ High-efficiency/dry fixtures83% ☒ Leak detection system50% ☐ Occupant sensors50% ☒ On-site wastewater treatment83% ☒ Reuse of stormwater and greywater for non-potable applications83% ☐ Other0% ☒ Operational water efficiency monitoring83% 

<input checked="" type="checkbox"/> Post-construction water monitoring	67%	<div><div></div></div>
For on average years: 3		
<input checked="" type="checkbox"/> Sub-meter	83%	<div><div></div></div>
<input type="checkbox"/> Water use analytics	33%	<div><div></div></div>
<input type="checkbox"/> Other	17%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

Development

Waste Management

This aspect describes the entity's strategy to integrate efficient on-site waste management during the construction phase of its development projects.

DWS1 POINTS: 5/5

Waste management strategy

Percentage of Benchmark

<input checked="" type="radio"/> Yes	100%	<div><div></div></div>
--------------------------------------	------	------------------------

Efficient solid waste management promotion strategies

<input checked="" type="checkbox"/> Management and construction practices (multiple answers possible)	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Construction waste signage	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Diversion rate requirements	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Education of employees/contractors on waste management	83%	<div><div></div></div>
<input type="checkbox"/> Incentives for contractors for recovering, reusing and recycling building materials	17%	<div><div></div></div>
<input checked="" type="checkbox"/> Targets for waste stream recovery, reuse and recycling	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste management plans	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste separation facilities	100%	<div><div></div></div>
<input type="checkbox"/> Other	17%	<div><div></div></div>

<input checked="" type="checkbox"/> On-site waste monitoring	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Hazardous waste monitoring/audit	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Non-hazardous waste monitoring/audit	83%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>

<input type="radio"/> No	0%	<div><div></div></div>
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Development

Health, Safety & Well-being

This aspect identifies actions to engage with contractors and community, as well as the nature of the engagement during the project development phase.

DSE1 POINTS: 2/2

Health & well-being

Percentage of Benchmark

<input checked="" type="radio"/> Yes	100%	<div><div></div></div>
--------------------------------------	------	------------------------

Design promotion activities

<input checked="" type="checkbox"/> Requirements for planning and design	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Health Impact Assessment	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Integrated planning process	100%	<div><div></div></div>
<input type="checkbox"/> Other planning process	17%	<div><div></div></div>
<input checked="" type="checkbox"/> Health & well-being measures	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Acoustic comfort	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Active design features	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Biophilic design	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Commissioning	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Daylight	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Ergonomic workplace	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Humidity	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Illumination	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Inclusive design	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Indoor air quality	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Natural ventilation	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Occupant controls	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Physical activity	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Thermal comfort	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Water quality	83%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>
<input checked="" type="checkbox"/> Monitoring health and well-being performance through	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Occupant education	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Post-construction health and well-being monitoring For on average years: 3	67%	<div><div></div></div>
<input type="checkbox"/> Other	17%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

DSE2.1 POINTS: 1.5/1.5

On-site safety

Percentage of Benchmark

<input checked="" type="radio"/> Yes	100%	<div><div></div></div>
On-site safety promotion activities		
<input checked="" type="checkbox"/> Availability of medical personnel	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Communicating safety information	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Continuously improving safety performance	83%	<div><div></div></div>
Demonstrating safety leadership	100%	<div><div></div></div>

<input checked="" type="checkbox"/> Entrenching safety practices	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Managing safety risks	100%	<div><div></div></div>
<input checked="" type="checkbox"/> On-site health and safety professional (coordinator)	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Personal Protective and Life Saving Equipment	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Promoting design for safety	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Training curriculum	83%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

DSE2.2 POINTS: 1.5/1.5**Safety metrics**

Percentage of Benchmark

<input checked="" type="radio"/> Yes	100%	<div><div></div></div>
--------------------------------------	------	------------------------

Indicators monitored

<input checked="" type="checkbox"/> Injury rate	100%	<div><div></div></div>
15.85		

Explain the injury rate calculation method (maximum 250 words)

In GPL, We have defined and developed safety performance indicators (Safety matrices) in line with Indian standard (IS 3786) & GILAC guideline and same is being monitored and maintained for review of GPL Safety Performance.

1. Total incident rate (Injury Rate): Ratio of the number of incidents including LTI, first aid and dangerous occurrence to the average number of persons employed during the period. It is expressed as the number of injuries per 1000 persons employed.
2. Near misses: Any unplanned incidents that occur at the workplace which, although not resulting in any injury or disease, had the potential to do so.
3. Severity rate: Ratio of total man-days lost per million man-hours to the total man-hours worked in year.
4. Dangerous Occurrences: Large scale - Collapse of structure, Fire, Explosion, Chemical spill, Gas Leak, Vehicle hitting against structure / facility, toppling of vehicle, Breakdown / Collapse of heavy equipment, but does not involve personal injury.

<input checked="" type="checkbox"/> Fatalities	83%	<div><div></div></div>
2		
<input checked="" type="checkbox"/> Near misses	33%	<div><div></div></div>
240		
<input type="checkbox"/> Lost day rate	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Severity rate	33%	<div><div></div></div>
288		
<input checked="" type="checkbox"/> Other metrics	33%	<div><div></div></div>
Dangerous Occurrences -(a) collapse or failure of lifting appliances or hoist or conveyors or [ACCEPTED] other similar equipment for handling building or construction material or breakage or failure of rope, chain or loose gears; overturning of cranes used in building or other construction work; falling of objects from height; (b) collapse or subsidence of soil, any wall, floor, gallery, roof or any other part of any structure, platform, staging, scaffolding or any means of access including formwork; (c) contract work, excavation, collapse of transmission; (d) explosion of receiver or vessel used for storage, at a pressure greater than atmospheric pressure, of any gas or gases or any liquid or solid used as building material; (e) fire and explosion causing damage to any place on construction site where building material; (f) spillage or leakage of hazardous substances and damage to their container; (g) collapse, capsizing, toppling or collision of transport equipment; (h) leakage or release of harmful toxic gases at the construction site. As per The Building and other Construction Workers' (Regulation of Employment and Conditions of Service) Act of India, 1996 Rate of other metric(s): 0		
<input type="radio"/> No	0%	<div><div></div></div>

Supply Chain

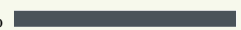
DSE3.1 POINTS: 2/2

Contractor ESG requirements

Percentage of Benchmark

☒ Yes

100%



Percentage of projects covered: 100%

Benchmark Average: 100 %

Topics included



Business ethics

83%



Child labor

83%



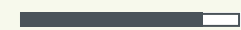
Community engagement

33%



Environmental process standards

83%



Environmental product standards

100%



Health and well-being

67%



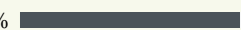
Human rights

83%



Human health-based product standards

100%



Occupational safety

100%



Labor standards and working conditions

83%



Other

0%


☐ No

0%



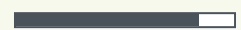
DSE3.2 POINTS: 2/2

Contractor monitoring methods

Percentage of Benchmark

☒ Yes

83%



Methods used



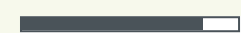
Contractor ESG training

83%



Contractors provide update reports on environmental and social aspects during construction

83%



External audits by third party

67%



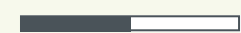
Projects externally audited: 100%

Benchmark Average: 58 %



Internal audits

50%



Projects internally audited: 100%

Benchmark Average: 43 %



Weekly/monthly (on-site) meetings and/or ad hoc site visits

67%



Projects' meetings and/or site visits: 100%

Benchmark Average: 58 %



Other

0%


☐ No

17%


☐ Not applicable

0%




Community Impact and Engagement

DSE4 POINTS: 2/2

Community engagement program

Percentage of Benchmark

☒ Yes100% 

Topics included

<input checked="" type="checkbox"/> Community health and well-being	100%	
<input checked="" type="checkbox"/> Effective communication and process to address community concerns	83%	
<input checked="" type="checkbox"/> Employment creation in local communities	100%	
<input checked="" type="checkbox"/> Enhancement programs for public spaces	83%	
<input checked="" type="checkbox"/> ESG education program	83%	
<input checked="" type="checkbox"/> Research and network activities	50%	
<input checked="" type="checkbox"/> Resilience, including assistance or support in case of disaster	50%	
<input checked="" type="checkbox"/> Supporting charities and community groups	100%	
<input type="checkbox"/> Other	17%	

Program description



Community engagement programs are a core part of the customer centric initiatives taken by responsible teams during various stages of the project.

For example, at The Trees, our planned community engagements were put in place well before the residential building came to life. The Trees was launched a little over 7 years ago, & since then we have made conscious efforts to engage with the people who bought into the project – either through personalized communication or through curated engagements.

With events, each engagement was planned to highlight & help future residents imagine what life would be like at The Trees. From sustainable flea markets, urban gardening, art & craft workshops for kids, to mangrove walks & festive events, each occasion gave customers an opportunity to not just to get to know The Trees, but also their future neighbors.

With the completion and handover of Phase 1 & 2, our residents moved in and engagement with customers remained consistent. The Facility Management, Clubhouse teams have been adept at planning for both special and crucial circumstances. The FM team also conducted an activity where they checked with residents personally on their wellbeing, assured them best of their services in times of need.

☐ No0% 

DSE5.1 POINTS: 2/2

Community impact assessment

Percentage of Benchmark

☒ Yes100% 

Assessed areas of impact

<input checked="" type="checkbox"/> Housing affordability	83%	
<input checked="" type="checkbox"/> Impact on crime levels	17%	
<input checked="" type="checkbox"/> Livability score	67%	
<input checked="" type="checkbox"/> Local income generated	83%	
<input checked="" type="checkbox"/> Local job creation	83%	
<input checked="" type="checkbox"/> Local residents' well-being	83%	
<input checked="" type="checkbox"/> Walkability score	67%	
<input type="checkbox"/> Other	33%	

☐ No0% 

DSE5.2 POINTS: 1/2

Community impact monitoring

Percentage of Benchmark

☒ Yes100% 

Monitoring process includes

<input checked="" type="checkbox"/> Analysis and interpretation of monitoring data	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Development and implementation of a communication plan	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Development and implementation of a community monitoring plan	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Development and implementation of a risk mitigation plan	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Identification of nuisance and/or disruption risks	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Identification of stakeholders and impacted groups	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Management practices to ensure accountability for performance goals and issues identified during community monitoring	50%	<div><div></div></div>
<input type="checkbox"/> Other	17%	<div><div></div></div>

Process description



During the stages of all projects, GPL teams monitor and implement following strategies that help ensure least impact on surrounding community:

- Controlled/restricted working hours looking at adjoining community - 8 am to 8 pm
- Regular sprinkling of water on construction access roads and areas prone for dust.
- Regular monitoring of noise level with the help of DB meters to ensure there is no disturbance to the people leaving around.
- Full height 6 m barricading all along the plot to restrict trespassing and to help us minimize spread of dust outside our plot.
- Use of mist machines during excavation to control emission of dust.
- Minimize time required for excavation.
- Covering of material / debris taking dumpers with cloth to avoid spillage of material on road and to control emission of dust.
- Restricting dumping of debris material on government approved dumping yards / ensuring its reconciliation to ensure contractors are not dumping in landfills.
- Installation of boom barriers and deployment of security personnel to ensure safe movement of residents and workers.
- Well maintained medical screening facility at the site to avoid entry of medically unfit labors.
- Incentive scheme for main contractor to maintain necessary housekeeping and basic hygiene and creating toilet facilities.
- Regular monitoring and review by senior management to understand impact we are creating in the project as well outside community.

Post-handover until the society is formed, GPL Facility team monitors the project through various operational services

Provide applicable evidence

Evidence provided (but not shared with investors)

[PARTIALLY ACCEPTED]

☐ No

0%



Disclaimer: 2020 Benchmark Report

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