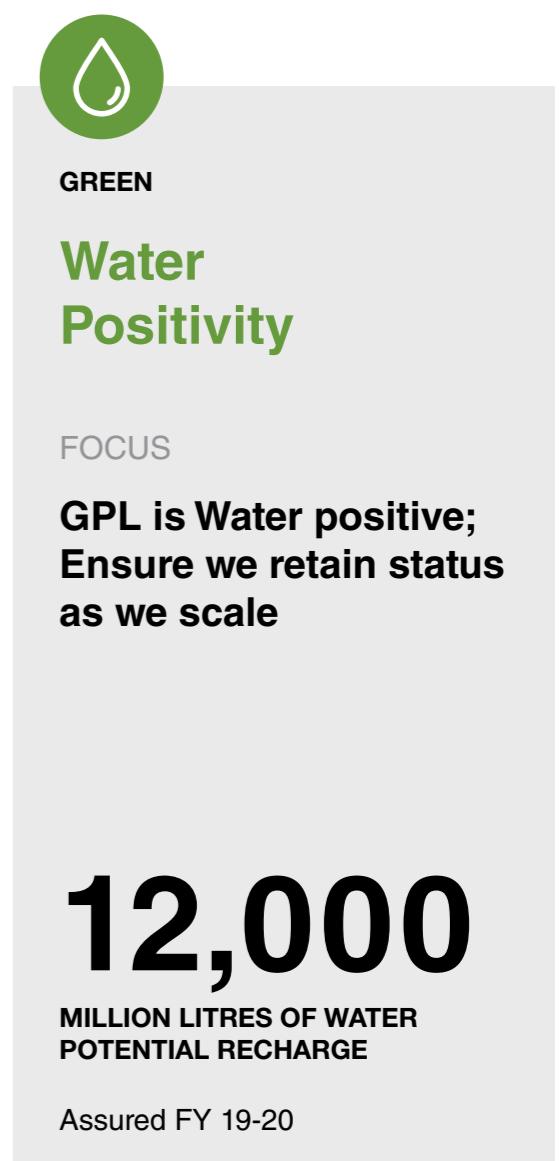
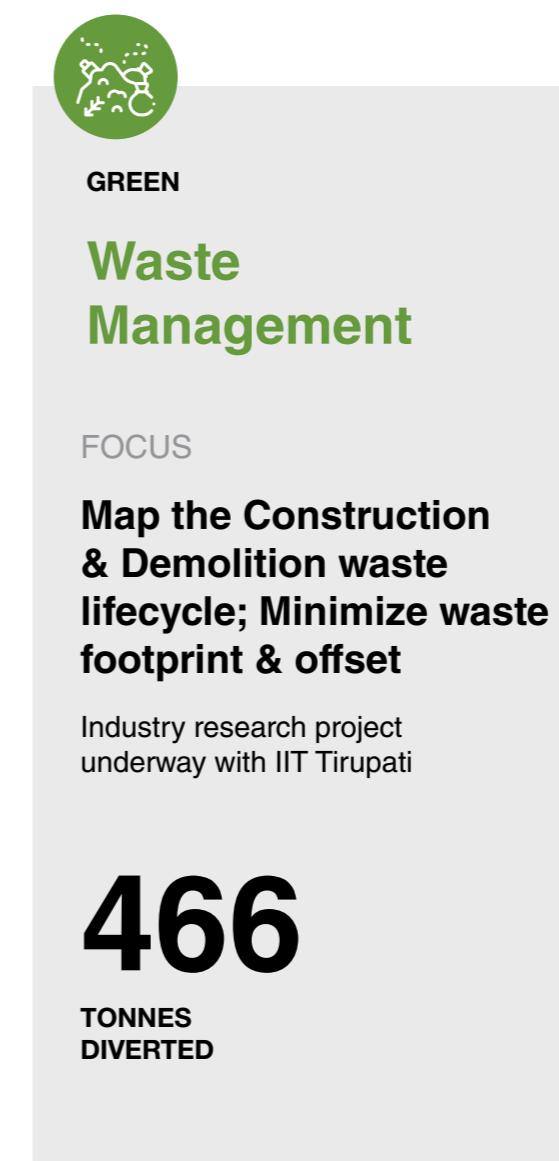
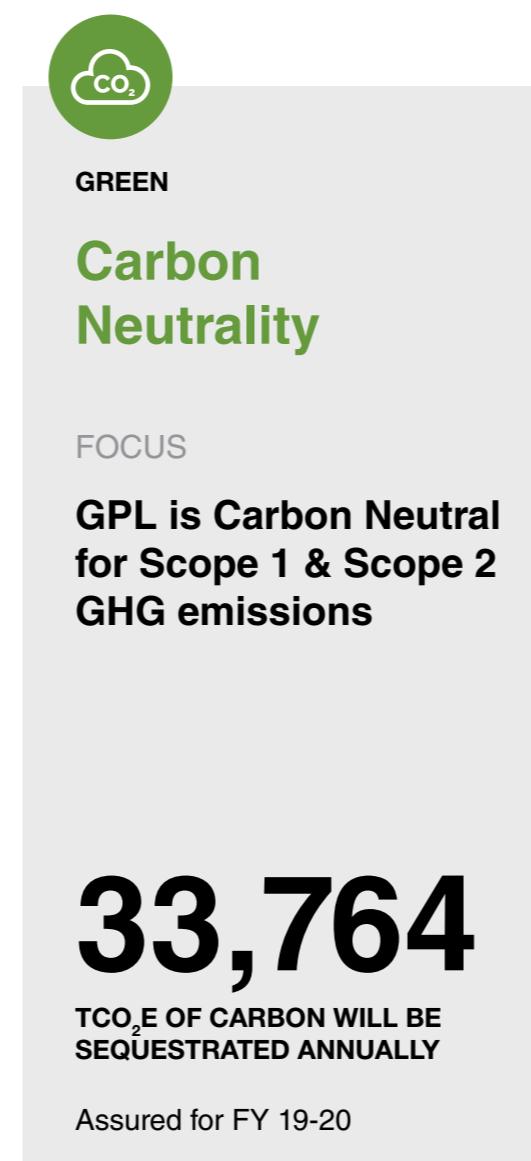
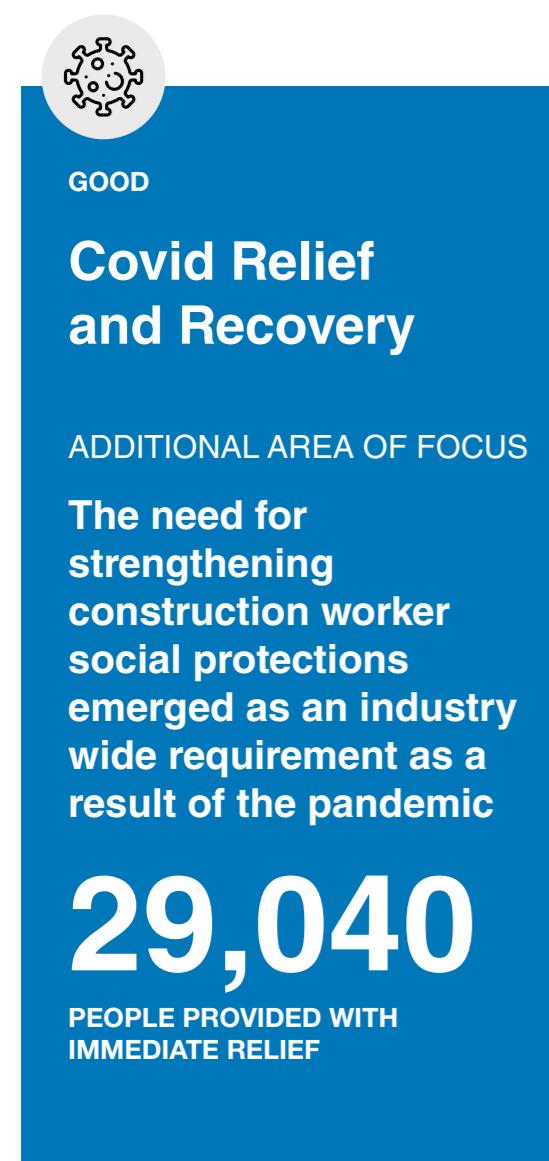


FY 20-21

CORPORATE SOCIAL RESPONSIBILITY REPORT

OUR GOAL

We aspire to be amongst the world's most responsible & sustainable real estate developers





COVID RELIEF &
RECOVERY



EMPLOYABILITY &
SOCIAL SECURITY



TO BE CARBON
NEUTRAL



MINIMIZE WASTE
TO LANDFILL



FOCUS - COVID RELIEF

Ensuring food security for underserved communities

CSR Partners

Habitat for Humanity, Jan Sahas Foundation, Aajeevika Bureau, Prerana, Global Care Organization, Prayas Organization for Sustainable Development



392

workers were provided ration support in Mumbai and Kolkata

1600

migrant workers were provided ration support in Mumbai and Navi Mumbai

7170

migrant workers were provided food support and helpline support

356

students to be provided with tablets for e-learning (target)

5000

families to be provided with essentials kit (target)

1755

sex workers were provided ration support in Mumbai

472

migrant workers were provided ration support in Gujarat



COVID RELIEF &
RECOVERY



EMPLOYABILITY &
SOCIAL SECURITY



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MINIMIZE WASTE
TO LANDFILL



FOCUS - COVID RECOVERY

Providing stronger safety nets for informal workers in the construction sector



Leverage government funds in partnership with philanthropy to enable scale and cost efficiency

Create meaningful impact on people, harness shared value and strengthen leadership role in real estate



3 PRONGED RECOVERY APPROACH

1

Ensuring safety, security & mobility for migrant workers at destination

Migrants Resilience Collaborative with Jan Sahas to benefit 1,50,000 workers on and around 5 key GPL sites

2

Ensuring safety, security & mobility for migrant workers at source

Hope Fund with Nudge Foundation to benefit 5,300 households in UP and leverage government funds to create a social safety net

3

Building a robust ecosystem with partners

Social Compact with Dasra to ensure capacity building of non-profits, greater philanthropic investments; and industry adoption of best practices



COVID RELIEF &
RECOVERY



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1

FOCUS - COVID RECOVERY

CSR Partner
Jan Sahas Foundation

Ensuring safety, security & mobility for migrant workers at destination

HOW ARE WE DOING IT

Providing social welfare and
protection through worker
facilitation centers, research and
data collection, policy advocacy

HOW WE MEASURE IMPACT

**Number of workers who received
holistic support for social benefits**

**Amount leveraged through
government funds**

1CR

of government funds
unlocked so far

79,741

Workers linked to social
security schemes so far



OUR SUCCESS STORY

- » 3609 workers given legal aid support
- » 11,457 workers given financial literacy training and support
- » 77,258 workers provided awareness on entitlements, labour rights, post employment counselling etc.
- » 22,209 workers received at least one scheme benefit



COVID RELIEF &
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2

FOCUS - COVID RECOVERY

Ensuring safety, security & mobility for migrant workers at source



HOW ARE WE DOING IT

Providing social welfare,
connecting MNREGA, savings
through women Self help
groups (SHGs)

HOW WE MEASURE IMPACT

Funds leveraged through
government schemes

8 LAKH

of government funds
unlocked so far

1856

Household applications
submitted

152

Households reached so far



OUR SUCCESS STORY

- » 1856 household applications for government schemes submitted
- » Community counselling conducted in 5 villages on awareness of different government schemes
- » Rapid assessment conducted at 5 villages to understand current awareness and access among people
- » Liaisioning with social welfare, agriculture and animal husbandry



COVID RELIEF &
RECOVERY



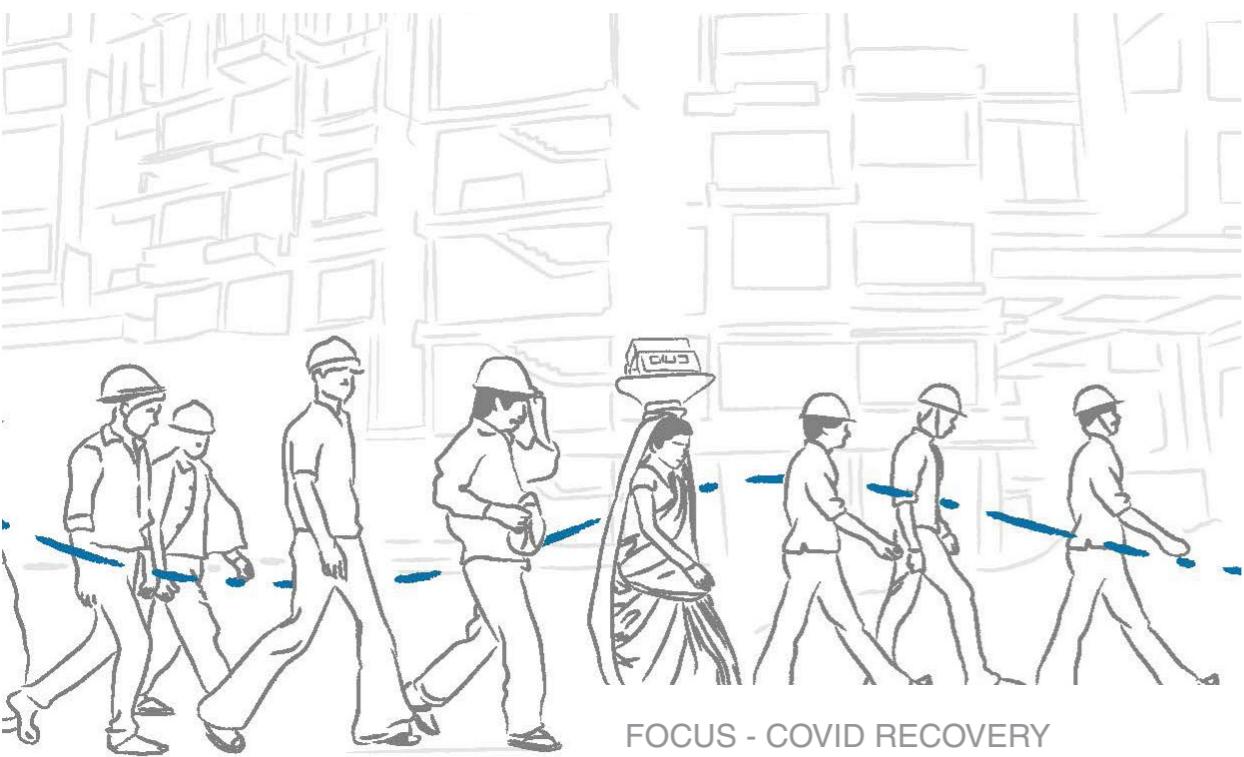
EMPLOYABILITY &
SOCIAL SECURITY



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TO LANDFILL



FOCUS - COVID RECOVERY

3

CSR Partner
Dasra

Building a robust ecosystem with partners

SOCIAL COMPACT PROGRAMME

<http://www.workersinvisibility.org>

workers invisibility OVERVIEW ACTION LANDSCAPE SOCIAL COMPACT CONSTRUCTION MIGRANT WOMEN

85% of India's non-agrarian workforce comprises of informal workers. They build our homes and cities, manufacture goods and provide daily services. The hard work of these -270 million workers ensures that we live comfortably.

Yet they have remained invisible because of systemic barriers and our collective apathy.

Workers in Visibility | Voices from the Ground

Most of these workers lack access to living wages, health provisions, safety mechanisms, gender parity, government entitlements and growth opportunities

Watch on YouTube

'Inclusive by Design: Cementing the Future of Construction Workers' is a report by Dasra in partnership with Godrej Properties on informally employed workers in the construction sector.



This report is the first of its kind, offering actionable insights to industry on the systemic barriers that heighten the vulnerability of workers employed in the construction sector. It is a call to action for ensuring equity and dignity for these workers.

The report is accompanied by a website, envisaged as a one-stop page, continuously evolving to include insights and updates on key players and initiatives in this sector. The shared space invites stakeholders to contribute resources, suggestions and feedback.

Visit the website www.workersinvisibility.org

SOCIAL COMPACT

A unique platform that has brought together NGOs, business leaders and experts, to co-develop a set of practices and solutions, aspiring towards greater dignity and equity for industry-employed informal workers in India, by realising six human-centric outcome.

1. Living/minimum wages
2. Safety against life-altering accidents and health risks
3. Health, social security and grievance redressal
4. Gender equity
5. Entitlement to government benefits
6. Participation in 'future of work' economy

Social Compact has three broad offerings to enable companies to embark on the journey of achieving these outcomes – (1) solutions that businesses can execute individually, (2) solutions which can be adopted collectively and implemented via third parties and (3) a set of guidelines that can be used to effectively enable policy level changes in the company



COVID RELIEF &
RECOVERY



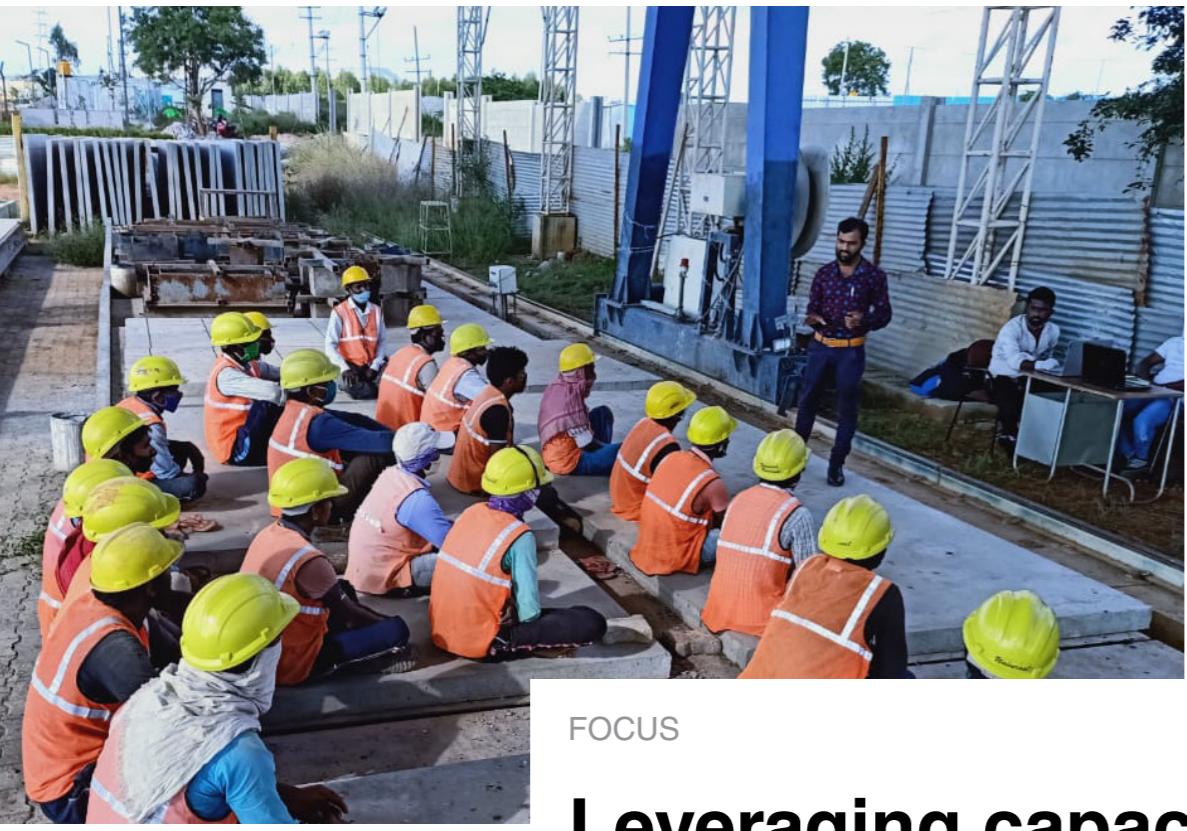
EMPLOYABILITY &
SOCIAL SECURITY



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MINIMIZE WASTE
TO LANDFILL



FOCUS

CSR Partner
Haqdarshak



Leveraging capacity building to enable access to social welfare schemes for migrant workers

HOW ARE WE DOING IT

Worker camps for learning and applying for schemes at construction sites

HOW WE MEASURE IMPACT

No. of workers who applied for schemes

Due to COVID, program timelines and targets have been changing to address situation on ground

6684

workers linked to social security schemes

3CR

of government funds unlocked to date

8079

workers' applications submitted (1395 workers yet to receive benefit)



OUR JOURNEY

- » Government funds leveraged
- » 8,079 workers application submitted, 1395 workers yet to receive benefit
- » COVID and subsequent migrant crisis has brought attention to the need for social protections for construction workers (as per a study conducted by Jan Sahas during the recent lockdown, more than 94% of workers were unregistered with any government scheme while less than 40% of Building & Other Construction Workers (BOCW) funds were used)
- » Access to basic documentation leads to access to other schemes covering health, accidental death, education for children, marriage etc.
- » Aligns with Goal 8 of Sustainable Development Goals (SDGs) – Decent work & economic growth and Schedule VII, point III of Section 135 of Companies Act – Reducing inequalities
- » Cess paid to Building and Other Construction Welfare (BOCW) board is utilized for welfare of the workers approx. 3 CR unlocked under BOCW funds to date
- » Better support systems may lead to retention of workers



COVID RELIEF &
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CSR Partner
Pratham



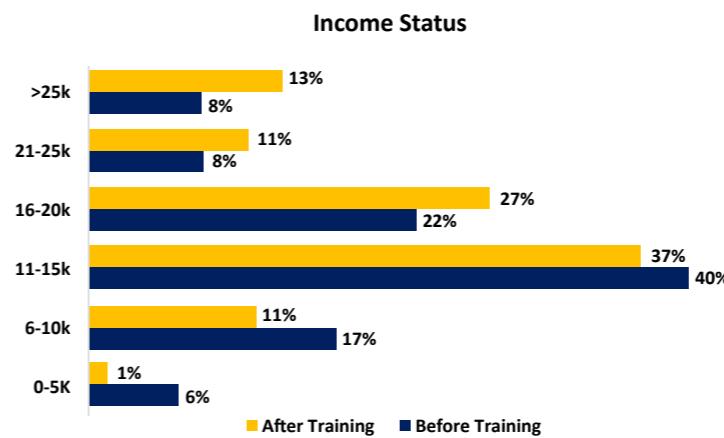
FOCUS

Improve wages of workers by recognizing their skills through certification

HOW DID WE DO IT

**Train and certify naka workers
(daily wage earners)**

Due to COVID, program timelines and targets have been changing to address situation on ground



Income growth is one of the major indicators of the program. As evident from the above data, there has been an increase in the percentage of candidates in the higher income brackets, i.e. in 16-20k, 21-25k and <25k.

1515

workers received training

19%

women workers trained

OUR JOURNEY

- » Recognition of Prior Learning (RPL) trainings conducted online covering workers who have moved back home or are returning back to work
- » Opportunity to get better skilled work and wages
- » Incomes improve by an average of Rs 2000-3000 and then plateau
- » Difficult to influence entrenched practices of existing workers, hence productivity gains are low
- » Brand recall and loyalty are poor
- » Upward mobility and growth of workers is slow and difficult



COVID RELIEF &
RECOVERY



EMPLOYABILITY &
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CSR Partner
Enviro Creators Foundation

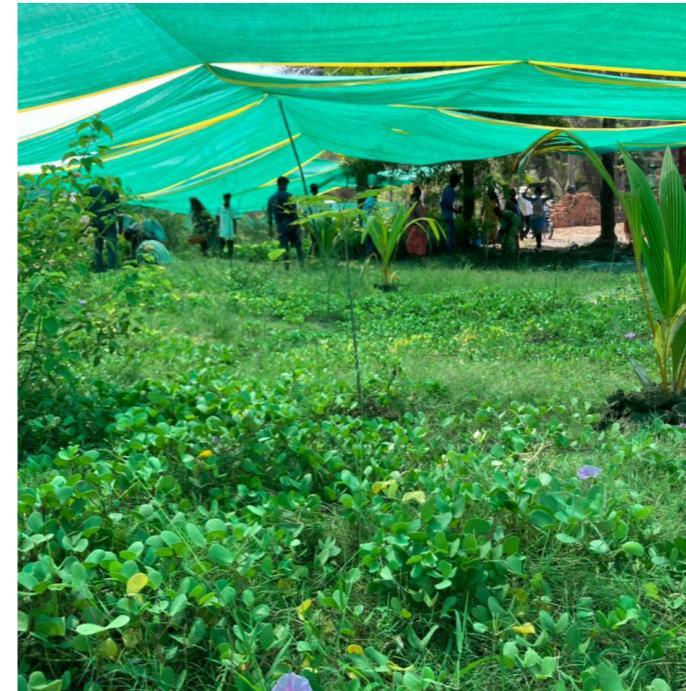


FOCUS

Creating carbon sinks towards accelerating climate mitigation efforts

INTERVENTION

15,750 and 1,20,000 trees planted in conjunction with the Social Forestry Department at Kalai and Nargol panchayat respectively



15,750
saplings planted at Kalai

1.2 LAKH
saplings planted at Nargol

6787
tCO₂e of estimated target Carbon sequestration per year



OUR SUCCESS STORY

- » Birds and nests are already appearing; some snakes, reptiles and occasionally small animals like rabbits have been spotted indicating slow restoration of the natural ecosystem
- » Micro-climate around the sites has improved with improvement in air quality
- » Has contributed to improved economic condition of farmers in these 4 villages



COVID RELIEF &
RECOVERY



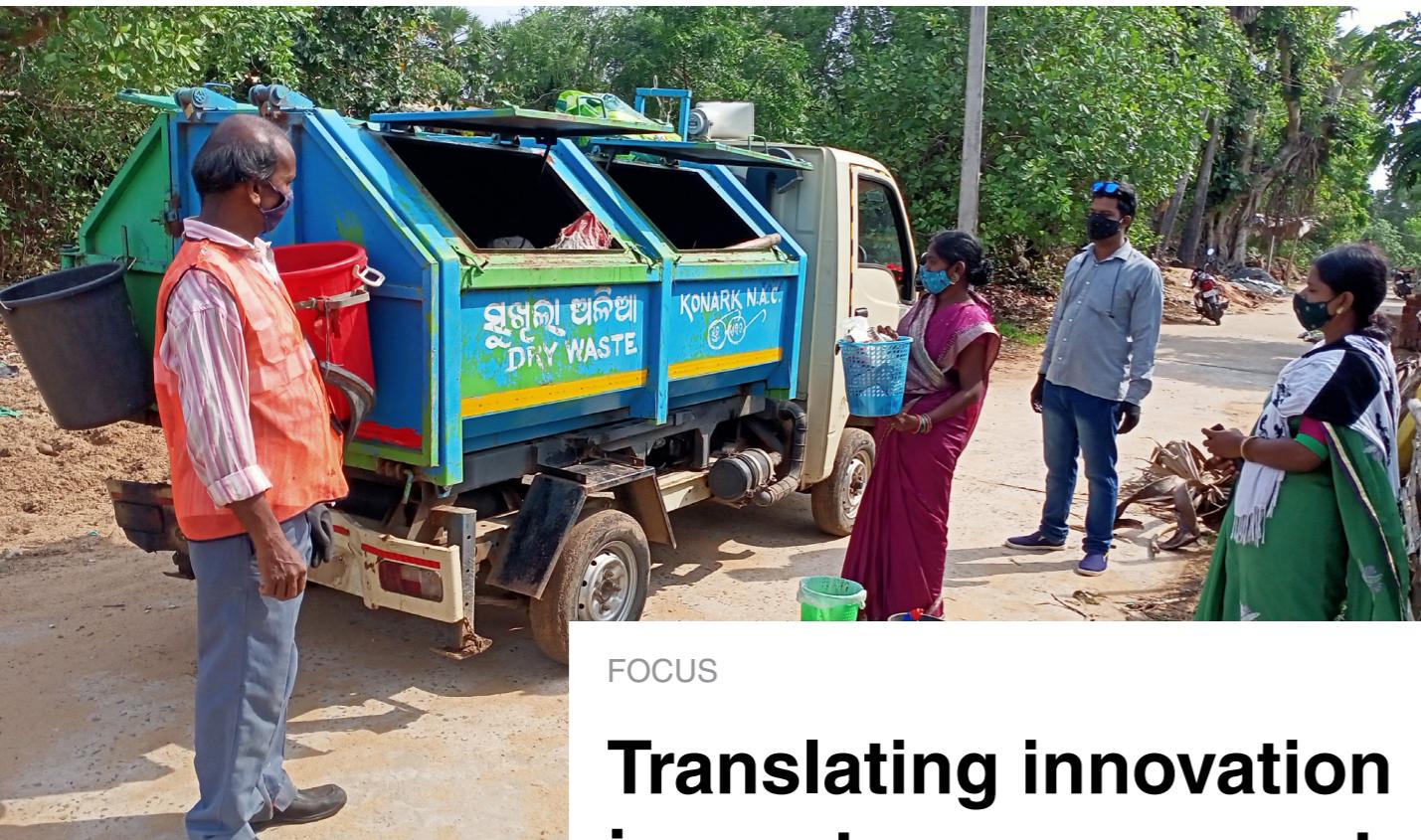
EMPLOYABILITY &
SOCIAL SECURITY



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MINIMIZE WASTE
TO LANDFILL



CSR Partner
Feedback Foundation

FOCUS

Translating innovation in waste management into positive impact through community involvement

NOTIFIED AREA COMMITTEE
KONARK

600
TONNES

5,225
WASTE GENERATORS

1.5 YEARS
36 EMPLOYED

MUNICIPALITY CORPORATION
BHUBANESHWAR

6000
TONNES

15,275
WASTE GENERATORS

1 YEAR
92 EMPLOYED

466

tonnes of waste has
been diverted from
landfill

90%

segregated waste at
source (4200 out of 5225
total waste generators
could be reached for
collection)



OUR SUCCESS STORY

- » Waste for more than 500 households addressed
- » 95% Waste generators have been reached through 214 Information Education and Communication (IEC) activities
- » 128 people employed as sanitation staff with steady income, Provident Fund (PF) & ESI (Employee state insurance) benefits
- » 16 households have started home-composting and kitchen gardens



Due to COVID:
Konark being a tourist destination, 75% of dry waste is generated by the tourist population.
Presently waste generation from beaches is almost zero
Another 10%+ is reduced as commercial places and institutions are closed



COVID RELIEF &
RECOVERY



EMPLOYABILITY &
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MINIMIZE WASTE
TO LANDFILL



CSR Partners
Mobile crèche (Pune, Delhi)
and Sakshi

FOCUS

Fostering child and maternal wellbeing through mobile Crèches



HOW DID WE DO IT

**Day care centers (crèches) on sites
providing nutritional, educational
support to children and mothers**

IMPACT

**Improved health of children and
mothers. Reduced injuries at camps**

Due to COVID, program timelines and targets have been changing to address situation on ground



451
children

3000+
children reached

03 /05 crèches

partly started in Pune from
September 2020.

For other locations government guidelines are awaited

OUR SUCCESS STORY

- » Cooked meals provided at 4 crèches (3 Pune and 1 in Gurgaon), nutrition kits provided at 1 crèche (Noida)
- » Age-appropriate education provided at all crèches
- » Immunization, de-worming, multi-vitamins given to children as per results of their regular health check-up
- » 9 pregnant and lactating women were provided gynecology counseling
- » 6 children identified with nutrition deficiencies, through proper nutrition support 5 have recovered
- » 778 workers and their family members went through check-ups conducted at crèches – counseling on HIV, blood sugar, hypertension, anemia etc. was provided

CSR projects at a glance

Project's name	Partner's name	CSR Focus area	Benefits/Outcome
Solid Waste Management, Konark	Feedback Foundation	Greener India	466 tonnes of waste diverted from landfill sites till date
Solid Waste Management, Bhubaneswar	Feedback Foundation	Greener India	Project commissioned with a target to divert 6,000 tonnes of waste
Neighborhood Solid waste Management, Mumbai	RUR Greenlife Pvt. Ltd.	Greener India	160 tonnes of waste diverted from landfill
Estimation and Life-Cycle Study of Construction Waste at Real Estate project sites	Indian Institute of Technology, Tirupati	Greener India	To estimate the quantum & composition of waste generation in construction project sites including the evolution of waste accumulation in various stages To trace the value chain of the waste materials generated and understand its life cycle using gate to gate system boundary
Carbon Sequestration 'Afforestation of land', Beed	Nisarg Vikas Bahuuddeshiya Sevabhavi Sanstha	Greener India	2 lakh saplings planted with approx. 10,000 tCO ₂ e to be sequestered annually
Carbon Sequestration 'Afforestation of land' in Kalai Village, Umargaon, Gujarat	Enviro Creators Foundation	Greener India	15,750 saplings planted with approx. 788 tCO ₂ e sequestered
Carbon Sequestration 'Afforestation of land' in Nargol, Umargaon, Gujarat	Enviro Creators Foundation	Greener India	1.2 lakh saplings planted with approx. 6000 tCO ₂ e sequestered
Early Childhood development in Pune	Tara Mobile Crèches Pune	Employability and workers welfare	Over 140 children to get nourishment and educational support
Recognition to Prior Learning Certification	Pratham Education Foundation	Employability and workers welfare	1,515 workers trained and certified

Project's name	Partner's name	CSR Focus area	Benefits/Outcome
Donation to mobile Creche	Mumbai Mobile Crèches	Employability and workers welfare	Supports migrant worker's children by providing them access to education and nutrition
Ration support	Habitat for Humanity	COVID Relief support	392 workers were provided ration support in Mumbai and Kolkata
	Jan Sahas Foundation		1600 migrant workers were provided ration support in Mumbai and Navi Mumbai
	Aajeevika Bureau		7170 migrant workers were provided food support and helpline support
	Prerana		1755 sex workers were provided ration support in Mumbai
	Global Care Organization		6250 meals were provided through Kalam kitchen in Ahemdabad. 375 Covid affected families were provided with ration support in Netala and Lucknow.
	Prayas Organisation for Sustainable Development		472 migrant workers were provided ration support in Gujarat
Education Infrastructure Support	YUVA Unstoppable	Covid Recovery support	Project commissioned with a target to provide tablets to 356 students
Ration Support	Habitat for Humanity		The project commissioned with a target to provide 5,000 families with essentials kit
Hope Fund	The Nudge Foundation		3200 households will have basic documentation in place and access to two schemes. The basic documentation will ensure that they can further apply for more govt schemes and plans. 2100 households will be able to access 50 days of MNREGA work. Through both we will be able to unlock govt funds.
Migrant Resilience Collaborative (KAMGAR)	Jan Sahas Foundation	Covid Recovery support	79,741 beneficiaries and 1 Cr of Govt funds unlocked
Social Compact and landscape report on informal workers	Dasra (Impact Foundation India)		Recommendation report to enable financial, social and legal protection for workers and their families