



CIL/SE/2025-26/22

July 03, 2025

BSE Limited

P.J. Towers
Dalal Street
Mumbai- 400 001

National Stock Exchange of India Limited

Exchange Plaza, C-1, Block G,
Bandra Kurla Complex, Bandra (E)
Mumbai - 400 051

Scrip code: 540710

Symbol: CAPACITE

Sub: Business Responsibility and Sustainability Report FY 2024-25

Ref: Regulation 30 and 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/ Madam,

We are enclosing herewith Business Responsibility and Sustainability Report for the financial year 2024-25, which also forms a part of the Annual Report for the financial year 2024-25.

Kindly take this information on record.

This disclosure will also be available on the Company's website viz. www.capacite.in.

For any correspondence or queries or clarifications, please write to cs@capacite.in.

Thanking you

Yours faithfully,

For **Capacit'e Infraprojects Limited**

Rahul Kapur

Company Secretary & Compliance Officer

Encl: as above

Capacit'e Infraprojects Limited

Regd. Office: 605-607, Shrikant Chambers, Phase - 1, 6th Floor, Adjacent to R.K. Studios, Sion – Trombay Road, Chembur, Mumbai - 400 071, India. **Tel No.:** +91-022-7173 3733, **Fax.:** +91-022-7173 3733, **Email:** info@capacite.in

CIN: L45400MH2012PLC234318 | www.capacite.in

ANNEXURE VIII

Business Responsibility & Sustainability Reporting

Section A: General Disclosure

I- Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45400MH2012PLC234318
2.	Name of the Listed Entity	Capacit'e Infraprojects Limited
3.	Year of incorporation	August 09, 2012
4.	Registered office address	605-607, Shrikant Chambers, Phase-I, 6th floor, adjacent to R. K. Studios, Sion-Trombay, Road, Mumbai, Maharashtra, India,400071
5.	Corporate address	605-607, Shrikant Chambers, Phase-I, 6th floor, adjacent to R. K. Studios, Sion-Trombay, Road, Mumbai, Maharashtra, India,400071
6.	E-mail	cs@capacite.in
7.	Telephone	022 71733717
8.	Website	www.capacite.in
9.	Financial year for which reporting is being done	2024 - 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	INR 84,60,40,430
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Name: Rahul Kapur Designation: Company Secretary & Compliance Officer Contact: 022 71733717 Email: rahul.kapur@capacite.in Phone: +91 9873019807
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of the Assessment or Assurance Provider.	Not Applicable
15.	Type of Assessment or Assurance obtained.	Not Applicable

II - Products and Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Civil Construction	Engineering, Procurement & Construction of Highrise & Super Highrise, Retail and Commercial, Gated Communities, Healthcare & factory, Data Centres, Car parks etc.	97.50

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Construction of Buildings	45400	97.50

III - Operations
18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices*	Total
National	0	16	16
International	0	0	0

*Number of offices are consolidated on the basis of GST .

19. Markets served by the entity:
a. Number of locations:

Locations	Number
National (No. of States)	16
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity?

0.10

c. A brief on types of customers

The company caters to a diverse clientele, executing projects for both private and public sector entities across various sectors. Our portfolio encompasses a wide range of project types, including high-rise and super-high-rise buildings, retail and commercial complexes, gated communities, healthcare facilities, industrial plants, data centres, and car parks.

IV - Employees
20- Details at the end of the financial year
a- Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1065	997	93.62	68	6.38
2	Other than Permanent (E)	755	751	99.47	4	0.53
3	Total Emp. (D + E)	1820	1748	96.04	72	3.96
Workers						
1	Permanent (D)*	-	-	-	-	-
2	Other than Permanent (E)	6084	6084	100	-	-
3	Total Emp. (D + E)	6084	6084	100	-	-

*No worker is on the payroll of the Company

b- Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total Emp. (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total Emp. (D + E)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25.00
Key Management Personnel	5	0	0.00

22- Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Turnover rate in current FY			(Turnover rate in previous FY)			(Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	51.67	40.94	50.98	53.95	3.39	55.88	50.09	1.92	51.74
Permanent Workers*	-	-	-	-	-	-	-	-	-

*No worker is on the payroll of the Company

V- Holding, Subsidiary and Associate Companies (including joint ventures)

23 a- Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	CIL MMEPL Ekatha Private Limited	Subsidiary	51.00	No
2	TCC Construction Private Limited	Associate	37.10	No
3	TPL-CIL Construction LLP	Associate	35.00	No
4	Capacit'e Viraj AOP	Joint Venture	70.00	No
5	CEPL-CIL JV-Construction of Port Facilitation Centre at JN Port	Joint Venture	74.00	No
6	CEPL-CIL JV-Construction of IFSCA Headquarter Building in Gift SEZ	Joint Venture	65.00	No
7	CIL-SIPL JV	Joint Venture	51.00	No
8	Capacite- E- Governance JV	Joint Venture	96.00	No
9	PPSL-Capacite JV	Joint Venture	49.00	No

*The above JVs have no shares; holding is based on ownership percentage.

VI- CSR Details

- 24** i)- Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- Yes
 ii)- Turnover (INR in Cr.)- 2244.87 Cr.
 iii)- Net worth (INR in Cr.)- 1694.58 Cr.

VII- Transparency and Disclosures Compliances
25- Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place* (Yes/No)	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities Investors (other than shareholders) Shareholders Employees and workers Customers Value Chain Partners Other (please specify)	https://capacite.in/wp-content/uploads/2025/05/9.-Contact-details-for-investor-grievance-redressal.pdf	Nil		NA	Nil		NA

We have different policies and mechanisms in place for different stakeholders which includes reaching out to Company through emails, phone calls etc. However, the vigil mechanism provides a detailed process for raising concerns or complaints by all the stakeholders. Vigil mechanism is explained in detail in the Corporate Governance Report. The Stakeholders Relationship & Share Transfer Committee, Compliance Officer, Registrar and Transfer Agent of Company, KFin Technologies Limited are responsible for resolving grievances of shareholders/investors.

The Whistle Blower Policy and the contact details for resolving investor grievance are available on the website of the Company at www.capacite.in

26- Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material Issue	Indicate whether risk/opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Occupational Health & Safety	Risk	Occupational Health & Safety is categorized as a risk as the company operates in high-risk environments like construction sites, involving work at height, machinery, confined spaces, and hazardous materials. Safety of workers and labourers is directly tied to productivity and compliance.	The organization places a high priority on employee health and safety by implementing comprehensive safety procedures; conducting risk assessments, guaranteeing adherence to occupational health and safety laws; offering frequent training courses and cultivating a robust safety culture; and consistently observing and enhancing safety procedures.	Negative: Non-compliance can lead to injuries, fatalities, legal penalties, and project delays. Positive: Fewer incidents enhance trust, retention, and project performance
2	Climate Change Resilience	Risk	Construction is affected by climate risks (heatwaves, flooding, heavy rainfall) causing project delays, cost overruns, and unsafe working conditions.	Conduct climate vulnerability assessments at project sites; adopt green infrastructure principles; site planning to account for climate-related risks.	Negative – Business continuity risks and potential liabilities.
3	Human Rights & Labour Conditions	Risk	Large numbers of contract labourers are engaged in construction. Inadequate safeguards can lead to labor violations.	CIL ensures its commitment to provide safe, caring and wellbeing of its employee/workers throughout the Company's operation. This is embedded in its various corporate policies like Environment, Health & Safety (EHS) Policy, Protection of Women's Rights at Workplace Policy and the Code of Conduct. Training on various issues related to human rights are covered under new employee induction, EHS training, POSH, code of conduct etc	Negative – Reputational damage, legal action, and productivity loss.

S. No.	Material Issue	Indicate whether risk/opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
4	Waste Management	Opportunity	Construction generates large volumes of debris, concrete, metals, and plastics. Reusing these materials reduces environmental impact and cost.	NA	Positive: Cost savings through material reuse and avoidance of landfill charges
5	Sustainable Procurement & Supply Chain Management	Opportunity	Sustainable procurement & supply chain management helps in identifying more ESG compliant value chain partners.	NA	Positive – Sustainable procurement and supply chain management helps in long run savings and uninterrupted supply.
6	Energy Efficiency & Resource Management	Opportunity	Construction sites consume energy and water extensively. Reducing usage reduces cost and emissions.	NA	Positive – Operational savings and lower emissions
7	Employee & Workforce Engagement and Wellbeing	Opportunity	Employee engagement improves retention and morale, especially in a sector with high attrition.	NA	Positive – Productivity gains, retention, improved brand as employer.
8	Data Security, Privacy, and Cybersecurity	Risk	Increasing digitization of project management, client interactions, and financial records requires strong IT safeguards and thus this is a material topic.	The data security protocols are implemented by team of IT professionals, which includes 1) Confidentiality – Ensuring that data is accessed only by authorized users with the proper credentials. 2) Integrity - Ensuring that all data stored is reliable, accurate, and not subject to unwarranted changes and	Negative – Potential legal and financial losses from data breaches.
9	Innovation in Green Building Practices	Opportunity	Clients increasingly seek green-certified (LEED, IGBC) buildings. Early movers can gain competitive advantage.	NA	Positive – Higher client satisfaction, premium pricing, compliance with upcoming mandates.

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1	a- Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
	b- Has the policy been approved by the Board? (Yes/No)					Yes				
	c- Web Link of the Policies, if available	https://capacite.in/wp-content/uploads/2025/06/3.-Business-Responsibility-Policy.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3	Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1: Quality Management System (ISO 9001:2015) United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P2: Occupational Health and Safety Management Systems (ISO 45001:2018) Quality Management System (ISO 9001:2015) International Automotive Task Force (IATF) 16949: 2016 United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P3: Occupational Health and Safety Management Systems (ISO 45001:2018) United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P4: United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P5: United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P6: Occupational Health and Safety Management Systems (ISO 45001:2018) Environmental Management System (14001:2015) United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P7: United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P8: United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct	P9: Quality Management System (ISO 9001:2015) International Automotive Task Force (IATF) 16949: 2016 United Nations Sustainable Development Goals (SDGs) National Guidelines on Responsible Business Conduct

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	P1 1- More Training of Employees and Workers. 2- Reduction in Payable cycle.	P2 1- Tracking of R&D and Capex investment allocated for improvement in environmental and social impact. 2- Usage of recycled and reused material.	P3 Internal tracking of well-being costs as a percentage of revenue was planned.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1- FY 24- 25 Conducted more health and safety training for employees and workers. 2- Reduction in payable cycle by 27 days	1- Data for R&D and Capex investment allocation will be calculated from FY 25-26 2- Usage of recycled and reused material increased from 5% to 6% in FY 24-25	Disclosure well-being costs as a percentage of revenue was initiated in FY 2024–25 to enable future disclosure
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	P4 No	P5 Increase in the wages for Females	P6 1- Switched from Diesel concrete pump to electric driven pumps. 2- Switched from Halogen bulbs to LED. 3- Disclosure of Scope 3 emissions.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	Gross wages paid to females as % of total wages increased from 2.99% in FY 23-24 to 4.29% in FY 24-25	1- Company has taken significant steps towards energy conservation however quantification for the same needs to be determined. For more details, please refer to P6 - Q4 (L). 2- Company has started calculating the Scope 3 emission for the few categories in FY 24-25.
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	P7 No	P8 Increase input material source from MSMEs	P9 No
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	Increased input material sourcing from MSMEs from 2.69% to 4.52%	NA

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is committed to sustainable and responsible business practices. As a leading infrastructure company, we recognize the importance of minimizing our environmental impact and contributing positively to society. Our focus areas include: <ul style="list-style-type: none"> Environmental stewardship: Implementing energy-efficient practices, waste management initiatives, and resource conservation measures. Social responsibility: Prioritizing employee safety and well-being, supporting local communities, and fostering diversity and inclusion. Governance: Adhering to high ethical standards, promoting transparency, and ensuring accountability throughout the organization. We are continuously working towards improving our ESG performance and are committed to providing detailed information in future reports as data becomes available. 							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Rahul Katyal Designation: Managing Director & CEO (DIN: 00253046) Telephone: 022-71733717 Email ID: cs@capacite.in							
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company's existing committees such as the Corporate Social Responsibility Committee, Risk Management Committee, and Stakeholders Relationship Committee etc. each serving as the principal decision-making body for sustainability issues within their respective domains.							

10- Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Any other Committee									As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	As and when required									As and when required								

	P1	P2	P3	P4	P5	P6	P7	P8	P9	
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.				No					

12- If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						Not Applicable			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.



PRINCIPLE-1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1- Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	8	During the FY 2024-25, multiple updates to Board of Directors were provided during the Board and Committee Meetings. Directors were informed about a wide range of activities inter-alia, including Board evaluation processes, frequent updates on developments in the Company, key SEBI Regulations, Companies Act 2013 and other regulatory changes, risk, compliances, and legal cases were presented before the Board.	100
Key Managerial Personnel	8	Further, the Company has organised a Familiarization Programme for Independent Directors which highlighted Overview of the Company, Sectoral Presence of the Company, Business Performance Highlights (FY 2024-25), Prospective Business Outlook (FY 2025-26), Current Order Book Analysis, Government Projects (Sector-wise and State-wise Visibility), Private Sector Projects (Sector-wise and State-wise Visibility), Marketing and Branding Initiatives and Duties, Roles, and Responsibilities of Independent Directors	100
Employees other than BoD and KMPs	3,888	1) New employees HSE Induction Program	100
Workers	3,564	2) Project Management Team - CIL HSE System requirements & Implementations 3) Environment Management - Good practices in Construction sites 4) Waste management and Waste reduction practices 5) Emergency Response Team- Capacity Building Training 6) Roles of Front-line team in HSE management and implementations 7) New Workers HSE Induction Training at Project Site 8) Operators & Signalmen - Competency Assessment & Enhancement Training. 9) Skilled Workers- Work & Tool specific safety training 10) Health & Personal Hygiene Training 11) Construction site - Emergency plan and mock drills 12) Height Work safety measures and PPE's - Training 13) Toolbox Talk. 14) Mock Drills 15) Fire Drill 16) PEP Talk 17) Classroom Trainings 18) Job Specific Training 19) Training by External agencies	100

- 2- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1	BSE & NSE	172000	Refer Corporate Governance Report	Yes
Settlement	-	-	-	-	No
Compounding Fee	-	-	-	-	No

Non- Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

- 3- Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
The appeal on the above matter is pending before Hon'ble Securities Appellate Tribunal, Mumbai	

- 4- Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company maintains a zero-tolerance towards any form of corruption or bribery, ensuring strict compliance with all applicable laws, rules, and industry best practices. The Company has Corporate Integrity policy that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The objective of this is to serve as a guiding framework for all directors, executives, employees, and associated persons to ensure adherence to anti-bribery and anti-corruption regulations. This policy applies to all individuals working at every level and grade within the organisation, including Board Members, Senior Managerial Personnel, employees, consultants, contractors, and any other persons associated with the Company or acting on its behalf. It clearly outlines the roles and responsibilities of employees and management in identifying, preventing, and reporting any unethical conduct.

- 5- Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6- Details of complaints with regard to conflict of interest.

	FY 2024-2025 Current Financial Year		FY 2023-2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7- Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8- Number of days of accounts payables ((Accounts Payable *365) / Cost of goods/ services procured) in the following format.

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Number of days of accounts payable	200	227

9- Open-ness of business. Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7.87%	5.00%
	b. Sales (Sales to related parties / Total Sales)	18.13%	9.92%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	27.54%
	d. Investments (Investments in related parties / Total Investments made)	26.43%	91.07%

LEADERSHIP INDICATORS
1- Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
2659	CIL HSE System Requirements	100.00

2- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company have a Code of Conduct for Directors and Senior Management of the Company. The Code outlines the core business principles that guide the Directors and Senior Management of the Company. The Code mandates to avoid situations that may result in a conflict of interest with the Company. It also addresses and manages conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies and even conflicts which would take place during normal business activities.



PRINCIPLE-2

Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

- 1- **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	The Company is working towards establishing a system where this data can be categorically		
Capex	tracked & measured and hence reported.		

- 2- a- **Does the entity have procedures in place for sustainable sourcing? (Yes/No)** Yes
 b- **If yes, what percentage of inputs were sourced sustainably?**

The Company has not tracked the percentage for the sustainably sourced input materials during the reporting period. However, necessary steps are being taken to capture and report this data, and the same shall be submitted in the upcoming financial year. However, the company has implemented sustainable sourcing guidelines and procedures to ensure alignment with our environmental and social responsibility commitments. To further enhance our sustainability performance, we are developing a robust system to measure and report the percentage of sustainably sourced inputs. We have initiated supplier engagement efforts to identify and partner with suppliers who adhere to sustainable practices. Our objective is to establish a baseline for sustainable sourcing and set specific targets for future improvement, driving continuous progress in our supply chain's sustainability.

- 3- **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (C) Hazardous waste and (d) other waste.**

a. Plastics (including packaging)	
b. E-waste	
c. Hazardous waste	Not Applicable
d. Other waste	

- 4- **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Our organization has assessed the applicability of Extended Producer Responsibility (EPR) regulations and determined that they are not applicable to our construction and infrastructure development activities. Instead, we have implemented a waste management plan for each project, outlining procedures for managing waste generated from our operations, including identification and segregation of waste streams, proper storage and handling, disposal, and regular monitoring and reporting. This approach ensures environmentally responsible waste management practices in our operations.

LEADERSHIP INDICATORS

- 1- **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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Not Applicable as the Company, primarily engaged in construction and infrastructure development.

- 2- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Resource Consumption	Resource efficiency	Optimizing material usage to reduce waste and minimize environmental impacts. Adopting sustainable construction practices to reduce resource consumption.
Waste Generation	Waste management	Segregating waste at source to facilitate recycling and safe disposal. Recycling waste materials wherever possible. Ensuring safe disposal of non-recyclable materials.
Disturbances during Construction activities	Environmental compliance	Adhering to all applicable environmental regulations and permits. Collaborating with local communities to minimize disruptions and address concerns.

- 3- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Reuse of construction and demolition waste	6.02	5.00

Note: Total concrete Debris Disposed from site 17,006 cm and we are reuse at site for pathway and roads at the projects.

- 4- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not Applicable

- 5- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

**PRINCIPLE-3**

Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS**1 a- Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	997	997	100	997	100	-	-	-	-	-	-
Female	68	68	100	68	100	68	100	-	-	-	-
Total	1065	1065	100	1065	100	68	100	-	-	-	-
Other than Permanent employees											
Male	751	751	100	751	100	-	-	-	-	-	-
Female	4	4	100	4	100	4	100	-	-	-	-
Total	755	755	100	755	100	4	100	-	-	-	-

b- Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers*											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	6084	-	-	6084	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	6084	-	-	6084	100	-	-	-	-	-	-

*No workers on the payroll of the Company

c- Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	-

2- Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	61.43	100	Yes	48.25	-	Yes
Gratuity	58.46	100	Yes	56.43	-	Yes
ESI	2.03	51.87	Yes	2.11	-	Yes
Others-Specify	-	-	NA	-	-	NA

3- Accessibility of workplaces.

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Our premises and office facilities are currently designed to be accessible to differently abled employees and workers, in line with the provisions of the Rights of Persons with Disabilities Act, 2016. We remain committed to prioritising accessibility in all future infrastructure planning and logistics, ensuring that our work environment continues to be inclusive and supportive for individuals of all abilities.

4- Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is an equal-opportunity employer and upholds a strong commitment to inclusivity and fairness. Company's Code of Conduct and Ethics clearly outlines protocols for reporting or escalating instances of discrimination or abuse, reinforcing a zero-tolerance stance toward discrimination of any kind—whether based on disability, gender, religion, ethnicity, age, race, or sexual orientation. The Company may not yet have a specific Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016; however, we remain dedicated to promoting a workplace that values diversity, inclusion, and equal opportunity. We are committed to treating all employees fairly and in accordance with all relevant labor laws and regulations.

5- Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male*	Not Applicable			
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

*Return to work and retention rates for male employees are not applicable, as the company does not have a formal parental leave policy for male employees.

No permanent workers on the company's payroll.

6- Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers*	NA	-
Other than Permanent Workers	Yes	At the site level, the Foreman and Project Manager are responsible for addressing and resolving the concerns of contractual workers.
Permanent Employees	Yes	The Company follows a structured grievance procedure to ensure prompt and fair resolution of employment-related issues. Employees can raise grievances within 30 days of the incident or the date of becoming aware of it. The policy is managed by the President/VP of HR & Administration or the HR Manager. If the employee is not satisfied with the initial response, they may escalate the grievance in writing within ten working days. All decisions must comply with company policies, applicable laws, and contractual obligations. Employees are encouraged to first address their concerns with immediate supervisors. If the issue remains unresolved, they may request a formal review by the Department Head or Director.
Other than Permanent Employees	Yes	

*No workers on the payroll of the Company

7- Membership of employees and worker in association(s) or Unions recognised by the listed entity.

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1065	-	-	912	0	-
Male	997	-	-	856	0	-
Female	68	-	-	56	0	-
Total Permanent Workers*	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

*No workers on the payroll of the company

8- Details of training given to employees and workers.

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	%B/A	No.(C)	%(C/A)		No.(E)	%E/D	No.(F)	%(F/D)
Employees										
Male	1748	1748	100	1748	100	1503	1457	96.94	1303	86.69
Female	72	72	100	72	100	59	43	72.88	43	72.88
Total	1820	1820	100	1820	100	1562	1500	96.03	1346	86.17
Workers										
Male	6084	6084	100	6084	100	939	939	100	939	100
Female	-	-	-	-	-	2	2	100	2	100
Total	6084	6084	100	6084	100	941	941	100	941	100

9- Details of performance and career development reviews of employees and worker:

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1748	1728	98.86	1503	1091	72.59
Female	72	71	98.61	59	35	59.32
Total	1820	1799	98.85	1562	1126	72.09
Workers						
Male	6084	-	-	939	-	-
Female	-	-	-	2	-	-
Total	6084	-	-	941	-	-

10- Health and safety management system.

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the Company has implemented a robust Occupational Health and Safety Management System (OHSMS), which is certified in accordance with ISO 45001:2018 standards. This system has been designed to proactively identify, assess, and mitigate risks associated with workplace health and safety. By adhering to ISO 45001:2018, the Company demonstrates its strong commitment to safeguarding the well-being of its workforce and ensuring compliance with national and international health and safety regulations.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company follows a multi-layered and systematic approach to hazard identification and risk assessment, aimed at ensuring a safe and healthy working environment for all employees and workers. Routine procedures include regular site inspections, safety audits, job safety analyses, and near-miss reporting. Non-routine assessments are conducted whenever there are changes in operations, the introduction of new equipment, or during incident investigations.

To proactively identify and manage work-related hazards, the Company adopts the following processes:

1. Hazard Identification and Risk Assessment (HIRA): Regular assessments are carried out to identify potential hazards and implement suitable control measures to mitigate associated risks.
2. Routine Risk Assessments: Continuous evaluations of day-to-day workplace activities, equipment, and operational processes to detect and manage risks effectively.

3. Non-Routine Risk Assessments: Specific assessments undertaken for non-routine tasks such as maintenance activities, plant shutdowns, or new projects.
4. Job Safety Analysis (JSA): Detailed breakdown of tasks into individual steps to identify possible hazards and introduce preventive measures accordingly.
5. Workplace Inspections: Periodic inspections of all work areas to identify unsafe conditions and ensure compliance with safety protocols.
6. Employee Feedback and Reporting: The Company encourages all employees to report any observed hazards, unsafe conditions, or near-miss incidents, fostering a culture of safety and shared responsibility.
7. Review of Incident Reports: Detailed analysis of incident reports to identify root causes and implement corrective and preventive actions.

Through these well-established processes, the Company can proactively identify, assess, and control work-related hazards, thereby reinforcing its commitment to maintaining a safe and compliant work environment.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has a robust system in place for workers to report work-related hazards and near-miss incidents. This system includes:

1. A designated reporting mechanism for workers to report hazards and near misses
2. Anonymous reporting options for workers who prefer to report incidents without disclosing their identity
3. Prompt investigation and action on reported hazards and near misses
3. Empowerment of workers to remove themselves from hazardous situations without fear of reprisal
4. Regular training and awareness programs for workers on hazard reporting, near-miss reporting, risk assessment, and safe work practices

The organization also conducts root cause analysis of near misses to identify underlying causes and implements corrective actions to prevent similar incidents. This proactive approach to safety enables the organization to identify and mitigate potential hazards, ensuring a safe working environment for all workers.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the company provides access to non-occupational medical and healthcare services for its employees and workers, recognizing the importance of overall health and well-being beyond workplace safety. This includes access to general health check-ups, medical consultations, and other healthcare services that support employees' personal health needs. By offering these services, the company aims to promote a healthy work-life balance and support the broader health needs of its workforce.

11- Details of safety related incidents, in the following format.

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.000	0.00
	Workers	0.206	0.03
Total recordable work-related injuries	Employees	0	0
	Workers	7	9
No. of fatalities	Employees	0	0
	Workers	1	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	2	3

12- Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is committed to providing a safe and healthy work environment for all employees, contractors, and stakeholders. To achieve this, we have implemented the following measures:

1. **Regulatory Compliance:** The company strictly adhere to all applicable occupational health and safety laws, regulations, and industry standards, ensuring a robust framework for managing workplace safety.
2. **Risk Management:** The company proactively identify, assess, and mitigate workplace hazards through regular risk assessments, ensuring a safe working environment for all.
3. **Emergency Preparedness:** The company conduct regular emergency drills, training, and exercises to enhance our response capabilities and ensure readiness for potential emergencies.
4. **Health and Wellness:** The company promote employee well-being through various initiatives, including:
 - a. Health screenings and medical surveillance
 - b. Vaccination programs
 - c. Mental health support and resources
 - d. Employee wellness programs
5. **Continuous Improvement:** The company regularly review and update our health and safety policies, procedures, and practices to ensure they remain effective and aligned with industry best practices.
6. **Training and Awareness:** The company provide regular training and awareness programs for employees on health and safety procedures, ensuring they are equipped to work safely and respond to emergencies.
7. **Incident Investigation:** The company conduct thorough investigations into incidents and near misses, identifying root causes and implementing corrective actions to prevent recurrence. By implementing these measures, we aim to create a work environment that not only meets but exceeds industry standards for health and safety, protecting the well-being of our employees, workmen and stakeholders.

13- Number of Complaints on the following made by employees and workers:

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety						

During the financial year 2024-2025, no complaints were received from employees and workers regarding workplace health and safety issues. This demonstrates our organization's successful efforts in maintaining a safe and healthy work environment, with zero reported complaints. It highlights the effectiveness of our health and safety management systems, policies, and procedures in place.

14- Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	

15- Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The company has a robust incident and accident reporting system in place, which includes:

- 1. Reporting and Documentation:** All incidents and accidents, including loss-time accidents, are reported and thoroughly documented.
- 2. Root Cause Analysis (RCA):** A comprehensive RCA is conducted for each incident/accident to identify the underlying causes and contributing factors.
- 3. Corrective Actions:** Based on the RCA findings, corrective actions are implemented to prevent similar incidents/accidents from occurring in the future.
- 4. Preventive Measures:** The insights gained from incident/accident analysis inform the development of preventive measures, which are implemented to mitigate risks and enhance workplace safety.

Our approach ensures that:

1. The nature of injuries and treatment provided to affected individuals are recorded and analysed.
2. Lessons learned from incidents/accidents are used to improve our health and safety practices.
3. Continuous improvement is fostered through the identification and mitigation of potential risks and hazards.

By adopting this proactive approach, we demonstrate our commitment to providing a safe and healthy work environment for all employees and stakeholders.

LEADERSHIP INDICATORS**1- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Workers are covered under Workmen Compensation Policy. Under Group Term Insurance Policy, employees with annual income less than 10 lacs p.a., nominated family member get sum insured of INR 10 Lacs and employees with annual income more than 10 lacs p.a., nominated family member get sum insured of twice of annual income.

2- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement. The Company is also committed to confirm that the value addition partners are complying with statutory compliances and their validation.

3- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Employees	0	1	0	1
Workers	2	4	0	4

4- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Not Applicable

5- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	

6- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The organization takes a proactive approach to ensuring the health and safety of our value chain partners. Through regular internal Environmental, Health, and Safety (EHS) audits and assessments, we identify areas of concern and implement corrective actions.

Key Measures:

1. Recording and Notification: All observations and non-conformances are thoroughly documented and communicated to relevant parties for prompt closeout.
2. Closeout and Verification: Once corrective actions are implemented, they are verified and recorded with detailed documentation.
3. Contractual Integration: Our Health, Safety & Environment Management System is fully incorporated into contracts with contractors, ensuring EHS requirements are clearly outlined and enforced.
4. Supplemental Requirements: Our contractor system complements contractual requirements, including:
 - a. EHS Management System manual
 - b. Guidelines
 - c. Standard Operating Procedures
 - d. Client and contractor/subcontractor

EHS programs

Objectives:

- a. Ensure a safe and healthy work environment for all value chain partners
- b. Identify and mitigate potential EHS risks and concerns
- c. Foster a culture of continuous improvement and accountability by implementing these measures, we demonstrate our commitment to protecting the well-being of our value chain partners and promoting a safe working environment throughout our operations.



PRINCIPLE-4

Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company defines its stakeholders as all individuals, groups, organizations, and communities that are directly or indirectly impacted by its operations and value chain. Guided by its commitment to delivering sustained value, the Company places strong emphasis on fostering long-term relationships with its stakeholders. Key stakeholders are identified through a materiality-driven approach, focusing on those who significantly influence or are affected by the Company's activities. These include customers, investors, regulatory bodies, employees, contract workers, local communities, and various government entities.

Capacit'e Infraprojects Limited actively engages with its stakeholders to understand their expectations and feedback, ensuring that its business practices and processes evolve in response to these insights. In line with emerging trends, the Company also recognizes ESG-focused investors and ESG rating agencies as important stakeholders in shaping its sustainability agenda.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Lender/ Investors	No	Emails, Meetings, Calls.	On Going	Timely disbursement and repayment, Financial performance and business sustainability, Regulatory and compliance adherence, Project updates
Shareholder	No	- Email, Website, Newspaper - Press Release - Earnings Call with Analyst and Investors - Annual General Meeting	Annually/Half yearly/ Quarterly	Shareholders queries and concerns, Strategic plans and future growth, Financial results, Corporate governance practices
Suppliers/ Contractors	No	Calls, Emails, One-to-one Meetings	As and when required	Procurement policies and contract clarity, payment terms and delivery timelines, EHS performance, training on new technology and regulatory changes
Regulators	No	Press Releases, Annual Reports, Stock Exchange filings, issue specific meetings, representations	Continuous	Reporting requirement, statutory compliance, support from authority and resolution of issues
Customers	No	Business interactions, client satisfaction surveys	As and when required	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workforce	No	Employee satisfaction surveys, Circular and messages from corporate and line management <ul style="list-style-type: none"> • Corporate social initiatives • Welfare initiatives for employee and their families • Online news bulletins to convey topical developments • CSR Programme 	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Media	No	Press Releases, Annual Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported.
Communities	Yes	Direct engagement and through the Company's CSR project implementation partners (NGO)	As an when required	Feedback on CSR program effectiveness and scalability, Environmental impacts of company operations.

LEADERSHIP INDICATORS

1- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The company encourages regular engagement with key stakeholders on economic, environmental, and social topics through various formal and informal channels. While direct consultations with the Board may not occur in every instance, feedback from stakeholder interactions is periodically reviewed by senior management and shared with the Board as part of strategic discussions and decision-making. This ensures that stakeholder perspectives are considered in shaping the company's overall direction and sustainability initiatives.

2- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

While the Company does not have a formalized stakeholder consultation process dedicated solely to environmental and social topics, stakeholder feedback is incorporated into our decision-making processes through various channels. Customer interactions, employee suggestions, and community engagement initiatives provide valuable insights.

3- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company recognizes the importance of addressing the needs of vulnerable and marginalized communities. Our CSR initiatives focus on promoting healthcare and disaster management. Through these programs, we have been able to improve the living conditions and well-being of targeted communities. We are committed to strengthening our community engagement efforts by conducting regular assessments of community needs and tailoring our initiatives accordingly. Additionally, we will explore opportunities to collaborate with local NGOs and government agencies to maximize the impact of our CSR programs.

**PRINCIPLE-5**

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

- 1- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format.

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1065	775	72.77	912	-	-
Other than permanent	755	-	-	650	-	-
Total employees	1820	775	42.58	1562	-	-
Workers						
Permanent*	-	-	-	-	-	-
Other than permanent	6084	-	-	941	-	-
Total workers	6084	-	-	941	-	-

*No workers on the payroll of the Company

- 2- Details of minimum wages paid to employees and workers, in the following format

Category	FY 2024-2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	%B/A	No.(C)	%(C/A)		No.(E)	%E/D	No.(F)	%F/D
Employees										
Permanent	1065	-	-	1065	100	912	-	-	912	100
Male	997	-	-	997	100	856	-	-	856	100
Female	68	-	-	68	100	56	-	-	56	100
Other than permanent	755	-	-	755	100	650	-	-	650	100
Male	751	-	-	751	100	647	-	-	647	100
Female	4	-	-	4	100	3	-	-	3	100
Workers										
Permanent*	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	6084	6084	100	-	-	941	941	100	-	-
Male	6084	6084	100	-	-	939	939	100	-	-
Female	-	-	-	-	-	2	2	100	-	-

*No workers on the payroll of the Company

3 a- Details of remuneration/salary/wages, in the following format.

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	2,40,00,000	0	0
Key Managerial Personnel	2	57,82,337	0	0
Employees other than BoD and KMP	1743	8,64,000	72	8,48,736
Workers*	-	-	-	-

*No workers on the payroll of the Company.

b- Gross wages paid to females as % of total wages paid by the entity, in the following format.

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Gross wages paid to females as % of total wages	4.05	2.99

4- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The Company actively promotes diversity and equal opportunity across all levels. Human Rights protection at the workplace is embedded within the Company's HR Policy. Additionally, a robust Whistle Blower Mechanism is in place to address complaints related to any matter, including violations of human rights. The Chief Human Resources Officer and Chief Executive Officer serves as the designated focal point for all human rights-related concerns.

5- Describe the internal mechanisms in place to redress grievances related to human rights issues.

All grievances are addressed as and when received by the respective Supervisor/ Managers and through Admin in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought

6- Number of Complaints on the following made by employees and workers.

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment		Nil			Nil	
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format.

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

8- Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company is committed to fostering an inclusive and respectful work environment that upholds dignity and equality for all. Discrimination or harassment of any kind is strictly prohibited and addressed through clearly defined policies. To support this commitment, the Company has established a robust grievance redressal system and Policy of Sexual Harassment (POSH). These frameworks ensure that employees can safely report any concerns or unethical practices. The policy explicitly safeguards whistle-blowers from any form of retaliation, discrimination, harassment, victimization, or unjust employment consequences. It also ensures that no misuse of authority impedes the whistle-blower's ability to perform their duties or submit further disclosures. This protective environment reflects the Company's unwavering stand on ethical conduct, transparency, and employee well-being.

9- Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

10- Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

11- Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 10 above.

Not Applicable

LEADERSHIP INDICATORS

1- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The Company has not received any formal human rights grievances during the reporting fiscal year (2024-25). Consequently, no business process modifications were implemented in response to such complaints. However, we maintain an open-door policy for employees, contractors, and stakeholders to raise concerns or grievances. We conduct regular internal audits and employee surveys to identify and address potential human rights issues proactively.

2- Details of the scope and coverage of any Human rights due-diligence conducted.

While the Company has not conducted a formal human rights due diligence assessment, we are committed to integrating human rights considerations into our business operations. Our existing supplier code of conduct outlines basic labor and human rights standards that our suppliers must adhere to. Additionally, we conduct regular site visits and audits to assess working conditions and identify potential risks.

3- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Nil
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Note- This year, no formal assessment was conducted for value chain partners; however, the company is committed to initiating a structured evaluation process in the upcoming reporting cycle to strengthen sustainable practices across the value chain.

5- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable



PRINCIPLE-6

Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format.

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	(GJ)	-	-
Total fuel consumption (B)	(GJ)	-	-
Energy consumption through other sources (C)	(GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	(GJ)	-	-
From non-renewable sources			
Total electricity consumption (D)	(GJ)	37,176.02	22,946.33
Total fuel consumption (E)	(GJ)	19123.82	24,871.18
Energy consumption through other sources (F)	(GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	(GJ)	56,299.85	47,817.51
Total energy consumed (A+B+C+D+E+F)	(GJ)	56,299.85	47,817.51
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / INR in Cr.	25.07	26.71
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	518.14	606.30
Energy intensity in terms of physical output	-	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

The data for previous year has been revised based on updated information in current reporting cycle.

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment or evaluation has been carried out by an external agency to verify our energy consumption and intensity data.

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

2- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Note: The company does not have any sites or facilities designated as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3- Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	31,3245	5,88,375.20
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	31,3245	5,88,375.20
Total volume of water consumption (in kilo litres)	31,3245	5,88,375.20
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore INR)	139.53	328.70
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2882.86	7,461.51
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The data for previous year has been revised based on updated information in current reporting cycle.

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

We are committed to responsible water management practices. Our water disclosures include water withdrawal, consumption, and discharge, which are currently being monitored and managed through in-house assessments and evaluations. No independent assessment or evaluation has been carried out by an external agency; however, we plan to engage an external agency in the future to provide an independent review and assurance to identify areas for improvement and enhance our water management practices.

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

4- Provide the following details related to water discharged.

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		Nil
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Our organization does not discharge wastewater from any of its offices. However, at our sites, wastewater is generated and treated through primary treatment processes. The treated wastewater is then reused at the site, ensuring efficient water management and minimizing our environmental footprint.

5- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, The Company, operating in the construction and infrastructure development sector, acknowledges the challenges of achieving zero liquid discharge (ZLD) at all project sites due to various factors, including geographical location, availability of infrastructure, and specific regulatory requirements. Despite these challenges, we are committed to water conservation and have implemented water management practices to minimize our water footprint. These practices include rainwater harvesting, wastewater treatment, and recycling, which are adopted wherever feasible and cost-effective. While complete ZLD across all projects remains a challenge, we continuously explore opportunities to enhance water efficiency and reduce our overall water usage, striving to balance operational needs with environmental responsibility.

6- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Please specify unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
NOx	µg/m ³	44.09	43.29
SOx	µg/m ³	27.43	28.52
Particulate matter (PM)	µg/m ³	80.13	82.59
Persistent organic pollutants (POP)	µg/m ³	-	-
Volatile organic compounds (VOC)	µg/m ³	-	-
Hazardous air pollutants (HAP)	µg/m ³	-	-
Others – please specify	µg/m ³	0.61	0.63

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Yes, M/s Aditya Environmental Services Pvt. Ltd. & M/s Green circle, as an external agency has been appointed for calculating air emissions.

7- Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format.

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	1300.01	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	7507.49	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Gigajoule (GJ) / INR in Cr.	3.92	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Not Applicable	81.06	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Not Applicable	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	-	-

Note: Tracking for this data point has been initiated this year to enhance reporting and transparency

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Emission calculation has been done through Karbon Platform provided by Planet Sustech Private Limited (as per the data provided by the Company)

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

8- Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the Company is dedicated to minimizing its environmental footprint, with a specific focus on reducing greenhouse gas (GHG) emissions. While we have not yet launched dedicated projects solely aimed at GHG emissions reduction, our ongoing initiatives to enhance energy efficiency and optimize resource utilization contribute to this goal. These efforts include implementing energy-efficient measures, such as adopting energy-efficient equipment, and waste reduction programs designed to lower our carbon footprint. Acknowledging the critical importance of addressing climate change, we are proactively developing a comprehensive strategy to reduce our GHG emissions. This strategy will encompass several key elements, including calculating our carbon footprint, setting emission reduction targets, and identifying specific projects and initiatives to achieve these goals. By adopting a structured approach to managing our GHG emissions, we aim to make a meaningful contribution to global climate change mitigation efforts while promoting sustainable practices throughout our operations.

9- Provide details related to waste management by the entity, in the following format.

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	17966.53	10671
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	21184.71	3118.3
Total (A+B + C + D + E + F + G + H)	39151.24	13789.7
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / INR in Cr.)	17.44	7.4
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	366.32	165
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	21184.71	3362
(ii) Re-used	9293.97	-
(iii) Other recovery operations	8672.56	-
Total	39151.24	3362
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Tracking of the data has been modified to enhance reporting and transparency

10- Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Our organization has established a comprehensive waste management system that adheres to the principles outlined in the ISO 14001:2015 standards. This system is designed to minimize waste generation, promote sustainable practices, and ensure environmentally responsible waste disposal. At the core of our waste management approach are several key practices. Firstly, we implement effective waste segregation at source, categorizing waste into distinct streams to facilitate efficient management and maximize opportunities for recycling and recovery. This is complemented by robust recycling programs that target materials such as metals, concrete, and plastics, thereby reducing the volume of waste sent to landfills and conserving valuable resources. In addition to these practices, we adhere to strict protocols for the handling, storage, and disposal of hazardous waste. This includes ensuring that all hazardous materials are stored in designated areas with appropriate safety measures and disposed of through authorized vendors. Our commitment to waste minimization is further underscored by our ongoing efforts to evaluate and optimize our processes, with the aim of reducing waste generation at its source.

11- If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format.

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company does not have any operational facilities located within or adjacent to ecologically sensitive areas.

12- Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the Current Financial Year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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As a real estate developer, our primary focus is on project development and execution. For environmental clearances and conducting Environmental Impact Assessments (EIAs), the responsibility lies with the respective project owners, who are required to obtain necessary approvals and comply with relevant environmental regulations.

13- Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format.

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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The Company is committed to complying with all relevant environmental laws and regulations within its operational scope. As a real estate developer, our primary role is project management and execution. While project owners are responsible for obtaining environmental clearances and ensuring compliance, we work closely with them to ensure adherence to environmental standards throughout the project lifecycle, promoting sustainable development practices.

LEADERSHIP INDICATORS

1- **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres).**

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area**

None of our offices are located in water-stressed areas, and therefore, we do not have any water withdrawal, consumption, or discharge in such areas to report.

(ii) **Nature of operations**

Not Applicable

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilo litres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No

None of our offices are located in water-stressed areas, and therefore, we do not have any water withdrawal, consumption, or discharge in such areas to report. Given our office locations, an independent assessment or evaluation by an external agency regarding water usage in water-stressed areas is not applicable. However, we continuously monitor our water usage and implement best practices to conserve water in all our operations.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2970.75	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ / INR in Cr.	1.35	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Tracking for this data point has been initiated this year to enhance reporting and transparency

Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No

During the calculation of Scope 3, we have considered categories:

- S3C3: Fuel & Energy Related Activities
- S3C5: Waste Generated in Operations.

- 3- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along -with prevention and remediation activities.

The Company does not have any operational facilities located within or adjacent to ecologically sensitive areas.

- 4- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Construction debris are used for Backfilling purpose; waste steel bars are recycled to manufacture secondary steel.	We utilize construction debris for backfilling purposes and recycle waste steel bars to produce secondary steel, promoting resource efficiency and waste reduction in our operations.	Reduction in new/ fresh/raw material consumption
Curing wastewater is reused at site after primary treatment for eliminating dust	At our site, curing wastewater undergoes primary treatment and is then reused for dust suppression, promoting water conservation and efficient resource utilization.	Reduction in freshwater consumption also preventing air pollution

- 5- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has implemented a robust risk assessment system to analyze and mitigate risks posed by natural events. We collaborate with external experts to assess these risks, identify measures to minimize them, and evaluate the effectiveness of these measures. To ensure preparedness for emergency situations, the Company has established comprehensive emergency preparedness plans at each project site. These plans outline response procedures to prevent and mitigate hazards, risks, and environmental impacts. They also include provisions for first aid and investigation of emergencies, with appropriate preventive measures initiated to avoid recurrence in the future. Furthermore, the Company prioritizes communication and awareness among its workers. The duties and responsibilities of all workers are communicated periodically, ensuring that everyone is well-informed and equipped to respond effectively in emergency situations. This structured approach enables the Company to manage risks proactively and maintain a safe working environment across its project sites.

- 6- Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company is committed to minimizing environmental impacts throughout its value chain. While no significant adverse environmental impacts have been identified to date, we recognize the importance of responsible supply chain practices. At present, the Company does not have a formal an established audit mechanism for suppliers. However, we remain focused on fostering responsible sourcing and are continuously exploring avenues to strengthen supplier engagement on sustainability matters. As part of our ongoing ESG journey, we are evaluating the integration of structured frameworks to guide supplier performance, with the goal of enhancing transparency, accountability, and environmental stewardship across our supply chain.

- 7- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

This year, no formal assessment was conducted for value chain partners; however, the company is committed to initiating a structured evaluation process in the upcoming reporting cycle to strengthen sustainable practices across the value chain.

8- Introduction of Green Credits Disclosure

- i- Green Credits generated or procured by the listed entity.
No
- ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).
Not Applicable



PRINCIPLE-7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

- 1- a. Number of affiliations with trade and industry chambers/ associations.

1 (One)

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Project Exports Promotion Council of India	National

- 2- Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

LEADERSHIP INDICATORS

- 1- Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
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The Company proactively engages with various stakeholders, including governments, communities, and the media, and provides its inputs on various areas such as infrastructure development and construction. The Company ensures its commitment to engaging in the public policy advocacy process in a responsible and ethical manner.



PRINCIPLE-8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable					

3- Describe the mechanisms to receive and redress grievances of the community.

We are committed to fostering open communication and addressing community concerns. While we do not currently have a formal grievance redressal mechanism in place, we maintain regular engagement with local communities through various channels, including:

- **Direct interaction:** Our project teams are encouraged to maintain open communication with local residents.
- **Community meetings:** Conducting regular meetings to address concerns and provide project updates.
- **Complaint boxes:** Installing complaint boxes at project sites for anonymous feedback. We are in the process of developing a comprehensive grievance redressal mechanism, including the appointment of a grievance officer, to ensure timely and effective resolution of community

4- Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	4.52%	2.69%
Directly from within India	95.48%	97.31%

5- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	30.68%	31.63%
Metropolitan	54.86%	68.37%

(Place to be categorized as per RBI Classification system- rural/ semi-urban/ urban/ metropolitan)

LEADERSHIP INDICATORS

- 1- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).

Details of negative social impact identified	Corrective action taken
The Company has not yet undertaken any projects that require a Social Impact Assessment to be conducted.	

- 2- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

S. No.	State	Aspirational District	Amount spent (In INR)
None			

- 3- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)-

No

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

- 4- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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Not applicable. The Company core business activities primarily focus on real estate development. These activities typically don't involve the use of traditional knowledge in the current financial year. However, we recognize the importance of respecting and potentially incorporating traditional knowledge in future endeavors. We will report on any relevant developments in future BSR reports.

- 5- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6- Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects*	% of beneficiaries from vulnerable & marginalized groups
1	Donation to Aanchal Charitable Foundation towards bone marrow transplantation of children suffering from life-threatening conditions.	-	
2	Donation towards school fees to Our Lady of Perpetual Succour High School to support education for students.	69 students	
3	To enhance student and staff safety, donated 63 CCTV cameras along with complete installation and a 5-year Annual Maintenance Contract (AMC) to Subhashnagar Education Society.	-	Capacit'e ensures non-discriminatory practices, providing equitable access to services for all beneficiaries, thereby fostering an inclusive environment.
4	Donation to The NAB Workshop for the Blind to support blind school through essential supplies like Milk, vegetables and medicines, etc. and 100 no. of boys T-shirts	-	
5	Donation towards food support for children and dignitaries at the 25th Rashtra Katha Shivir, organized by Shri Vedic Mission Trust from Dec 28, 2024, to Jan 5, 2025.	-	
6	Donation to Raginiben Bipinchandra Seva Karya Trust for providing education to children and essential vocational skill training among women, elderly and differently-abled.	-	
7	Donation to Anthyodaya Pratishtha, a NGO supporting toward woman empowerment, education to all and Medicines facility	-	
8	Donation to Manorath Foundation to support education for children.	-	

Note: *Certain beneficiaries of CSR initiatives are not quantifiable, as their impact is reflected in intangible or long-term social outcomes.



PRINCIPLE-9

Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATORS

1- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We have an SLA-based ticketing system implemented through Zoho Desk to effectively manage user queries, complaints, and feedback. This tool ensures that all submissions are tracked, prioritized, and resolved within defined SLAs. This system maintains transparency, accountability, and timely communication with users throughout the resolution process.

2- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	NA
Recycling and/or safe disposal	

3- Number of consumer complaints in respect of the following.

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4- Details of instances of product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls		
Forced recalls	Nil	

5- Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

No, we have initiated the process in collaboration with our CYRAAC partner to establish cybersecurity compliance. Currently, no formal framework is in place.

6- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

As a construction and infrastructure development company, our core business operations do not involve activities such as advertising, delivery of essential services, or product recalls. With regard to cybersecurity and data privacy, we have not encountered any significant breaches or incidents to date. We continue to maintain proactive vigilance through regular security assessments and monitoring.

7- Provide the following information relating to data breaches:

- a. Number of instances of data breaches- Nil
- b. Percentage of data breaches involving personally identifiable information of customers- Nil
- c. Impact, if any, of the data breaches- Not Applicable

LEADERSHIP INDICATORS**1- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The Company's business offering can be assessed from this website link <https://capacite.in/our-portfolio/>

2- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

As a construction and infrastructure development company, we are primarily engaged in business-to-business transactions. While direct consumer interaction is limited, we prioritize the safety and well-being of individuals working on our projects through comprehensive safety training and protocols. We also collaborate with contractors and suppliers to ensure adherence to safety standards.

3- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Given the nature of our business, the risk of disruption or discontinuation of essential services is minimal. Our projects typically involve the development of infrastructure, which is not classified as an essential service. However, we maintain open communication channels with relevant stakeholders and authorities to address any unforeseen circumstances that may impact the public.

4- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable