

SUSTAINABILITY REPORT
2015-16



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A MESSAGE FROM THE MANAGING DIRECTOR



I am happy to share with you the Sustainability Report of Godrej Properties Limited for the financial year 2015-16. This is our first publicly released Sustainability Report, and it highlights the company's approach and initiatives towards sustainable development and business responsibility. Our initiatives are aligned to the sustainability strategy of the Godrej Group and contribute towards achieving the Group's Good & Green 2020 Goals. This report follows the internationally recognized Global Reporting Initiative (GRI) G4 sustainability reporting guidelines.

Our belief is that productive partnerships can create significant and sustainable value for all stakeholders. They help businesses stay competitive in the ever changing market landscape by developing synergies amongst different stakeholders. To this end, we have identified our stakeholders through an internal process and key groups which are influenced by or influence our business, which in turn has guided our selection of sustainability topics material to our business as described in this report.

In line with the Godrej Group's commitment to sustainable development, we ensure that our projects are planned to meet the highest standards of green development. As one of the founding members of the Indian Green Building Council (IGBC), we are conscious of the environmental impacts of our construction activities and strive to minimise them through innovative practices. All our new inventory launched since 2014 has been pre-certified by the Indian Green Building Council.

We have three major focus areas when we look at project-level sustainability - People, Planet & Prosperity; and we continuously try to improve our performance in each of these. We constantly strive to improve our designs to achieve optimal utilisation of material, energy, and water, not only at the construction stage but also post occupancy. Efficient management of material consumption, embedding energy conservation measures into the design of our buildings and adopting strategies to reduce our water footprint at various stages of our projects help us in our pursuit to be a forerunner in sustainability within India's real estate development sector.

Staying true to our commitment of promoting sustainability in the housing sector, we have co-founded the International Finance Corporation (IFC) led Sustainable Housing Leadership Consortium (SHLC). It is a voluntary, collaborative effort formed by early contributors in India's green building campaign.

Our holistic approach towards sustainability enables us to address the prevalent social issues through our corporate social responsibility initiatives. Our skilling programme is aimed at enhancing the livelihood earning skills of construction workers. We have also initiated an integrated watershed development project, across an area of 3300 ha of land, in the drought prone region of Beed, Maharashtra that will directly benefit over 1085 farmer families.

We aim to attract the best talent and recognize merit and perseverance and encourage diversity in our company. As an employer, we believe in providing a conducive work environment to our employees so that they can realise their potential and contribute to the growth of the organization.

By most measures, FY 2016 was GPL's best ever year. We emerged as the largest listed Indian developer by sales and aim to maintain our leadership position in the next year too. We delivered our highest ever bookings, deliveries, revenue, EBITDA, net profit, and net operating cash flow this year. Even in a very difficult year for the sector, our bookings grew by 88% to cross INR 5,000 crore.

We expect our performance to improve in the near future on account of various positive developments like push for affordable housing, relaxation in FDI norms and improvement in regulatory environment which are likely to boost housing demand.

We hope this report provides all our stakeholders information on our approach to sustainability and various initiatives undertaken by us at GPL. We value your feedback and welcome you to share your views and suggestions on this report.

Yours sincerely,
Pirojsha Godrej
Managing Director & CEO

"We have three major focus areas when we look at project-level sustainability - People, Planet & Prosperity; and we continuously try to improve our performance in each of these."

About the Report

Reporting Period

This is our second sustainability report, covering our performance and initiatives in the financial year 2016 (i.e. 1st April 2015 to 31st March 2016). Our first sustainability report which was for FY 2014-15 was released for internal circulation only.

Reporting Framework

This report has been prepared using Global Reporting Initiative (GRI)'s latest G4 guidelines for sustainability reporting. We have chosen the 'In Accordance' Core criteria along with reporting on the relevant indicators of the Construction and Real Estate Sector Supplement (CRESS). The page references for general standard disclosures, disclosures on management approach and specific standard disclosures for all material aspects are in the GRI Content Index at the end of this report.

Report Boundary

The performance disclosures in this report pertain to our corporate head office in Mumbai and 23 projects, which include subsidiaries of GPL across all business models, pan India. We have followed the GRI G4 guidance for defining our reporting boundary. We have adopted the gate-to-gate approach (which covers activities starting from the excavation of the site post clearing of the land for greenfield developments or demolition for redevelopment projects right up to its handover) for this reporting boundary. Unless otherwise stated, we have not included data and/or information pertaining to entities outside our organization (such as suppliers).

Region	Project Type	Project
Ahmedabad	Township	Godrej Garden City
Bangalore	Residential	Godrej Platinum
		Godrej E-city
		Godrej United
		Godrej Gold County
Chennai	Residential	Godrej Palm Grove
		Godrej Azure
Kolkata	Residential	Godrej Platinum
		Godrej Prakriti
Mangalore	Residential	Godrej Alpine
Mumbai	Residential	Godrej Central
		Godrej Platinum
		Godrej Serenity
		Godrej Prime
	The Trees	
	Commercial	Godrej BKC
Nagpur	Residential	Godrej Anandam
NCR	Residential	Godrej Oasis
		Godrej Icon
		Godrej Summit
		Godrej Frontier
Pune	Residential	Godrej Horizon
		Godrej Prana

Report Content and Scope

The development of this report has been guided by the GRI Principles for Defining Report Content and Quality. The selection of aspects and specific standard disclosures is as per the result of materiality assessment exercise carried out by us internally within our company. Our data measurement and calculation techniques are as per the GRI guidelines. Wherever necessary, we have explained the assumptions and/or exceptions while reporting on the GRI indicator protocols.

Report Audience

We believe our sustainability report will be of interest to all our stakeholders, including the management, our employees, customers, suppliers, shareholders, business partners and various civil society organizations. Going forward in our sustainability reporting journey, we will strive to align our reporting with the diverse information needs of our stakeholder groups. While we have described our stakeholder engagement practices in the report, the development of this report was carried out internally.

Feedback

We envision our sustainability journey to be characterized by continual learning and improvement. To enable this, we welcome feedback from our stakeholders as this will help us improve our sustainability policies, processes and performance. Please send your comments and suggestions to:

Ms. Esther Fernandes

Assistant Manager – Design Strategy

Godrej Properties Limited

Unit No 5C, 5th Floor, Godrej One, Pirojshanagar, Vikhroli (East),

Mumbai 400 079

T : +91-22- 61698784

E : efernandes@godrejproperties.com

Introduction to Godrej Properties Limited

Company Profile

One of India's most trusted brands, with revenues of USD 4.5 billion, the Godrej Group has its roots in India's Swadeshi movement. Established in 1897, today it enjoys the patronage of 1.1 billion consumers globally across consumer goods, real estate, appliances, agro and many other businesses.

Godrej Properties Limited (GPL) is the real estate development arm of the Godrej Group, which brings the Group philosophy of innovation, sustainability and excellence to the real estate industry. Each Godrej Properties development combines a 119 year legacy of excellence and trust with a commitment to cutting-edge design and technology. We are currently developing residential, commercial and township projects spread across approximately 10.67 million square meters in 12 cities pan India.

Throughout our operations, we aim to deliver superior value to all stakeholders through extraordinary and imaginative spaces created out of deep customer focus and insight. We have always embraced the notion that collaboration is the essence of excellence. To that end, we have worked with the best designers, architects and contractors within India and around the globe to deliver imaginative and sustainable spaces.

By bringing together the best talent in the global real estate sector, we work to create developments that will last into the future and foresee the needs of each and every resident. We promise Godrejites a culture of tough love; take serious bets on them and differentiate basis performance. We also understand that our team members play multi-faceted roles and so, we strongly encourage them to explore their whole selves.

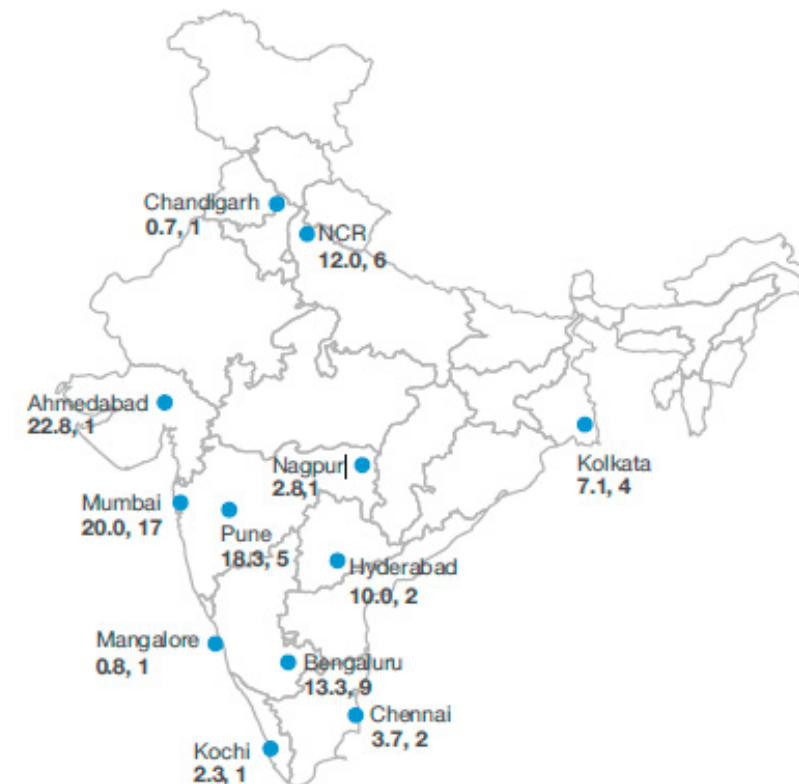
Over the last 3 years, we have received over 150 awards and recognitions, including the 'Real Estate Company Of The Year' at the Construction Week India Awards 2015, 'Golden Peacock Award for Sustainability' for the year 2015 by Institute Of Directors (IOD), 'Most Reliable Builder for 2014' at the CNBC AWAAZ Real Estate Awards 2014, 'Innovation Leader in Real Estate' award at the NDTV Property Awards 2014 and 'Popular Choice - Developer of the Year' award by ET NOW in 2013.

VISION

We aspire to be the nation's leading and most trusted real estate company. We shall deliver superior value to all stakeholders through extraordinary and imaginative spaces and service created out of deep customer focus and insight.

Geographical Reach

We have presence across 12 cities in India along with representative offices in Dubai and Singapore. Our supply chain consists of architect and design agencies, construction and engineering services companies, project management consultants as well as providers of construction material and man power.



Legends:
 Total Developable Area (million sq.ft.)
 No. of Projects:50
 (As on 31st March 2016)

Our Value Proposition

Established Brand Name and Group Association

As an established brand, Godrej Properties is trusted by customers, business partners and financial communities. The company effectively leverages combined Godrej Group resources and has structured systems for HR, T&D, Finance, Planning and Marketing

Corporate Governance

Godrej Properties ensures transparency in all internal and external processes along with strong conformity to norms.

Professional Management

Godrej Properties is led by experienced leadership and highly qualified cross-functional teams. Strong processes e.g. Concerto (execution), SAP, Performance Review etc. are followed. There is a strong focus and high emphasis on employee training & development at all levels

Quality

Highest quality standards are followed for project execution, materials and services. Godrej Properties collaborates only with the best-in-class associates.

Design

While focusing on customer requirements and incorporating them in design, Godrej Properties ensures unique and innovative designs for all projects.

Project Management

Godrej Properties' constant focus is on core competencies in project management. The company creates scalability and an ideal combination of expertise by associating with the best in respective fields.

Governance

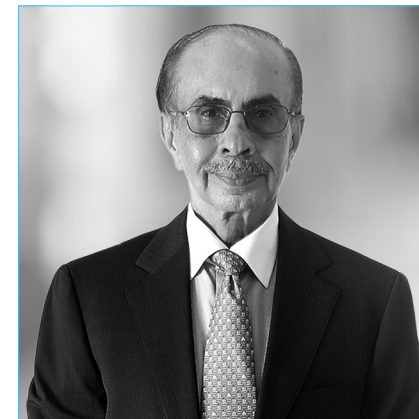
Our corporate governance framework ensures effective engagement with various stakeholders and helps the Company evolve with changing times. It oversees business strategies and ensures fiscal accountability, ethical corporate behaviour and fairness to all stakeholders comprising of regulators employees customers vendors investors and the society at large.

Board of Directors

We have an optimal combination of executive, non-executive and independent directors to maintain the independence of the Board from the management, which is in conformity with the requirement of the Companies Act, 2013 (the Companies Act) and Regulation 17 of Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015.

For details regarding our Board of Directors, as of March 31, 2016, please refer to our Annual Report available on the following link: https://www.godrejproperties.com/backoffice/data_content/investor_pdf/GPL_Annual-Report-2015-16.

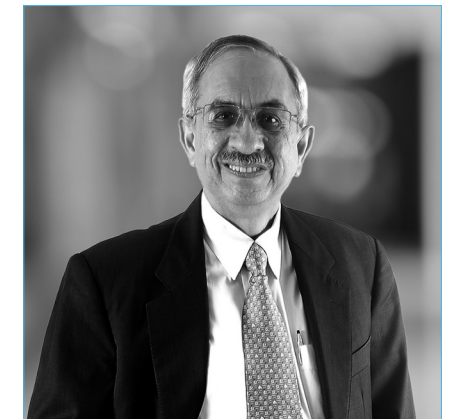
The Board of Directors of the Company, as on date, consists of twelve Directors drawn from diverse fields, with more than half of the Board of the Company comprising of Independent Directors, as detailed below:



Mr. Adi B. Godrej
Chairman – Non- Executive



Mr. Jamshyd N. Godrej
Non- Executive Director



Mr. Nadir B. Godrej
Non- Executive Director



Mr. Pirojsha Godrej
Managing Director & CEO



Mr. Amit B. Choudhury
Independent Director



Mr. Keki B. Dadiseth
Independent Director



Mrs. Lalita D. Gupte
Independent Director



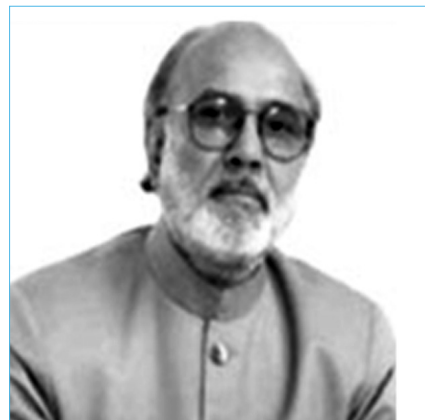
Mr. Pranay D. Vakil
Independent Director



Mr. S. Narayan
Independent Director



Mr. Amitava Mukherjee
Independent Director



Dr. Pritam Singh
Independent Director



Mr. Mohit Malhotra
Executive Director

The Board looks at strategic planning and policy formulation and meets at least once in every quarter to review the Company's operations and performance.

Committees of the Board

Audit Committee

Our Audit Committee comprises of seven Independent Directors who draw upon their experience and expertise across a wide spectrum of functional areas such as finance and corporate strategy. The composition of the Audit Committee of the Company is in line with the provisions of Section 177 of the Companies Act, 2013 read with Regulation 18 of SEBI LODR Regulations. The Audit Committee invites the executives of the Company viz., Managing Director & Chief Executive Officer, Executive Directors, head of finance, as it considers appropriate and the representatives of the Statutory Auditors and Internal Auditors at its meetings.

Nomination & Remuneration Committee

The Nomination & Remuneration Committee consists of seven Independent Directors. It looks at all matters pertaining to the appointment and remuneration of the Managing Director & Chief Executive Officer, the Executive Directors, Key Managerial Personnel and administration of the employee stock option schemes of the Company. The constitution, scope and powers of the Nomination & Remuneration Committee of the Board of Directors are in accordance with the provisions of Section 178 of the Companies Act and Regulation 19 of SEBI LODR Regulations.

Corporate Social Responsibility Committee

The Corporate Social Responsibility (CSR) committee of the Board of Directors of the Company consists of four members (three with effect from December 16, 2015). The Roles and Responsibilities of the CSR Committee include formulation of a CSR Policy, recommending amount of CSR expenditure, monitoring CSR projects and evaluating their impact.

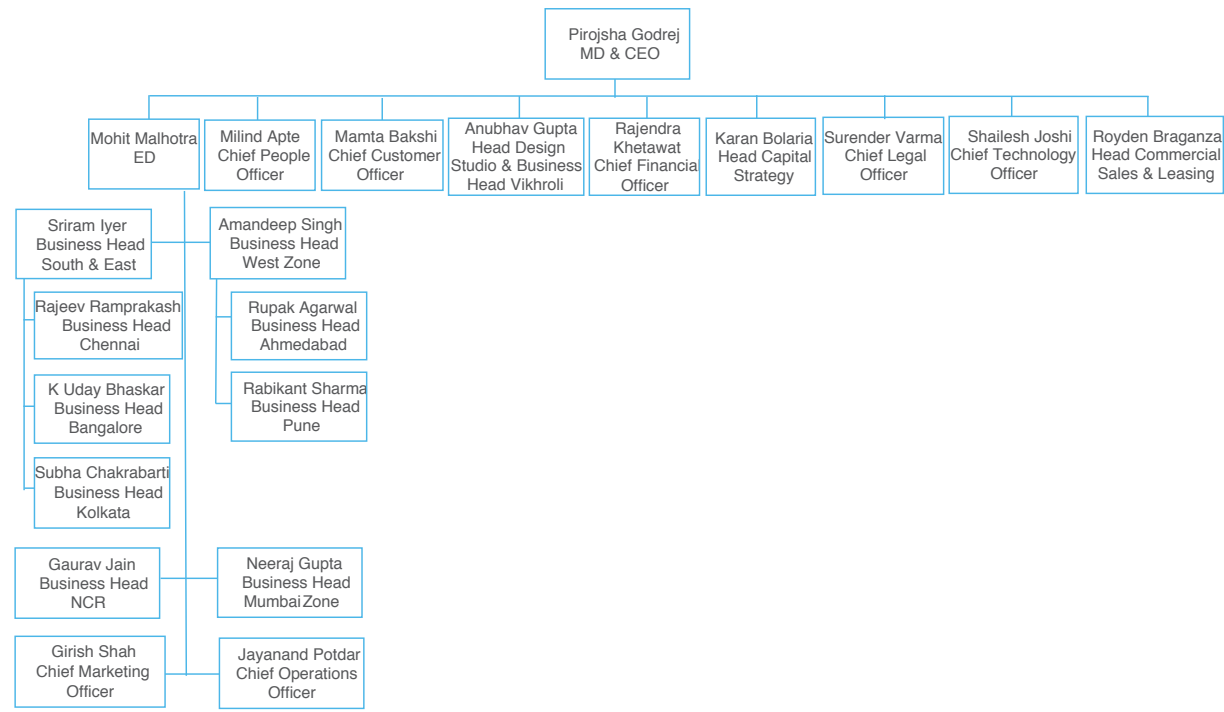
Allotment Committee

The Allotment Committee has been formed to complete the formalities relating to allotment of securities and to authorise officials of the Company to file forms and returns with regulatory authorities. The Committee comprises of four members (three with effect from December 16, 2015).

Stakeholders Relationship Committee

The Stakeholders Relationship Committee of the Board looks into redressal of the grievances of Security holders viz., shareholders and fixed deposit holders. These include investors' complaints relating to transfer of shares, issue of duplicate/ consolidated share certificates, review of cases for refusal of transfer/transmission of shares and debentures, non-receipt of balance sheet, non-receipt of dividends declared and all other securities-holders related matters. It is also responsible for reviewing the process and mechanism of redressal of investor complaints and suggesting measures of improving the existing system of redressal of investor grievances. This Committee is also responsible for approval of transfer and transmission of securities, including power to delegate the same to the Registrar and Transfer Agents.

Organisation Structure



Opportunities

Housing Demand

Current trends like rapid urbanization, rise in disposable incomes, and strong demographics positively affect the mid-income residential market. We expect demand from this segment to improve as we believe there is significant demand in this category across the country.

Monetary Easing

There is a close link between the performance of the real estate sector and the country's economic fundamentals and monetary policies. The Reserve Bank of India cut its benchmark repo rate by 25 bps to 6.5 percent during the meeting held in April 2016. It is the first reduction since September 2015 and the lowest rate since January 2011. Monetary easing initiatives provide an impetus to housing demand by positively impacting sentiments and encouraging home buyers and real estate developers.

Push for affordable housing

The government's announcement in Budget 2016 on allowing 100 per cent deduction for profits to housing projects building units up to 30 square meters in the four metro cities and 60 square meters in other cities is expected to benefit supply of affordable homes. Construction of affordable houses up to 60 square meters under any scheme of the Central or State Government including PPP Schemes will also be exempt from service tax. First time home buyers will get deduction for additional interest of INR 50,000 per annum for loans up to INR 35 lakh sanctioned in 2016- 17, where the cost of the unit does not exceed INR 50 lakhs. This will help developers to shift their focus to a segment that has been largely ignored owing to business viability issues.

Relaxation in FDI norms

The government has further relaxed foreign direct investment (FDI) norms in the construction sector by removing two major conditions related to minimum built-up area as well as capital requirement thereby improving the ease of doing business in the real estate sector. The conditions related to restriction of floor area of 20,000 square meters in construction development projects and minimum capitalization of USD 5 million to be brought in within the period of six months of the commencement of business have been removed. Removal of minimum thresholds will encourage investment in small projects.

The new FDI norms will also help to ease the entry and exit for foreign investors. A foreign investor will now be permitted to exit and repatriate foreign investment before the completion of project under automatic route, provided a lock-in-period of three years, and calculated with reference to each tranche of foreign investment has been completed. Exit is permitted at any time if project or trunk infrastructure is completed before the lock-in period. With clarity in exit norms, each phase of the construction development project would be considered as a separate project. It will pave way for an easier exit for foreign funds who will now be allowed to exit with completion of each phase wherein they have invested.

Improving regulatory environment

In a major boost to the real estate sector, the Maharashtra government has decided to cut down permissions required for commencing realty work. The move to remove red tape is a part of promoting the state's 'Ease of Doing Business' initiative and providing impetus to the creation of affordable housing in the city. On an average, it takes around two years to get all the regulatory clearances. With the new set of rules, the time will be cut down to 60 days. Building plans will now be approved in 21 days and developers will be able to pay various taxes and cess through a single window. The changes if implemented well have the potential to reduce the cost of development and bring down real estate prices.

In another major initiative the government has released a "Model by-Law" for allotting building permits by local state bodies. This aims to clean the current system of approvals and has set a maximum timeframe of 30 days for giving the permits at one-go. This could go a long way to reducing the red tape and approval delays which is one of the major sources of project cost/time overruns. This has the potential to be the single biggest piece of local state level reform in catalysing the sector.

Real Estate Investment Trusts

The Union Budget 2016 cleared the way for REITs to finally list in India. The government accepted the industry's long standing demand of DDT exemption on income distributed from the SPV. SPV controlled by REITs prior to the amendment was subject to double taxation in the form of corporate tax rate and DDT which nullified the tax pass through status given to REITs. With DDT exemption, SPV distribution will not attract distribution tax and will not be part of total income for unitholder for tax calculation.

Real Estate (Regulation and Development) Act

According to the Ministry of Finance's Economic Survey 2015- 16, about 25 percent of residential real estate projects are delayed due to poor project management, lack of capital commitment by developers, and delay in seeking regulatory approvals. The Real Estate (Regulation and Development) Act is a landmark reform for the real estate sector which has the potential to address these issues which have paralysed its growth for the last few years. The Act is expected to modify traditional practices and bring out a more professional approach amongst developers. With a focus on improving transparency, governance and accountability in the sector, the law will segregate high quality developers from the rest of the pack.

Risks, Threats and Challenges

Regulatory Hurdles

Unfavourable changes in government policies and the regulatory environment can adversely impact the performance of the sector. There are substantial procedural delays with regards to land acquisition, land use, project launches and construction approvals. Retrospective policy changes and regulatory bottlenecks may impact profitability and affect the attractiveness of the sector and companies operating within the sector.

Funding Problems

The RBI has set sectoral caps for the total maximum exposure of banks to real estate, including individual housing loans and lending to developers for construction finance which is quite low and is curtailing the growth of the sector. Absence of long term funding from banks is forcing developers to look at alternative sources of funds, most of which do not offer affordable interest rates.

Shortage of Manpower & Technology

Despite being the second largest employer in the country the construction sector as a whole faces manpower shortage. Further the sector is heavily dependent on manual labour which increases the timelines for construction companies and results in supply getting deferred. Hence technologically less labour intensive alternative methods of construction need to be adopted on a large scale through training and skill development of manpower

Industry Cyclicity

The real estate market is inherently a cyclical market and is affected by macroeconomic conditions, changes in applicable governmental schemes, changes in supply and demand for projects, availability of consumer financing and illiquidity. Your Company has attempted to hedge against the inherent risks through a business model comprising joint ventures, residential platforms, and development management through a pan-India presence. However, any future significant downturn in the industry and the overall investment climate may adversely impact business.

Statutory Approvals

The real estate sector in India is heavily regulated by the central, state and local governments. Real estate developers are required to comply with a number of laws and regulations, including policies and procedures established and implemented by local authorities in relation to land acquisition, transfer of property, registration and use of land. These laws often vary from state to state. Several of your company's projects are in preliminary stages of planning and any delay in obtaining approvals could warrant revised scheduling of project timelines.

Membership of Industry Associations:

Godrej Group

Confederation of Indian industry (CII)

Godrej Properties

Federation of Indian Chamber of Commerce and Industry (FICCI)

Indian Green Building Council (IGBC)

Clinton Climate Initiative

Maharashtra Chamber of Housing Industry

Asian Association for Investors in Non-Listed Real Estate Vehicles (ANREV)

National Safety Council (NSC)

Sustainable Housing Leadership Consortium (SHLC)

GPL Regional Level

Confederation of Indian Industry (CII) Ahmedabad Chapter

The Gujarat Institute of Housing & Estate Developers (GIHED)

All India Management Association (AIMA)

Confederation of Real Estate Developers's Association of India (CREDAI)

Awards

Awards received by Godrej Properties during FY 2015-16:



Mr. Girish Shah,
Head Marketing & Sales, receiving 'Real Estate Company of the Year' award at the Construction Week India Awards 2015



Mr. Mohit Malhotra,
Executive Director, Godrej Properties receiving Top Builders of the Country Award at the Construction World Awards 2015



Mr. Anubhav Gupta,
Chief Design Officer & Head of Sustainability and CSR receiving the Golden Peacock Award for Sustainability

Best Developer of the Year 2015	Construction Times Awards 2015
Innovation & Excellence in Real Estate – India	Corporate LiveWire's 2015 Innovation & Excellence Awards
Most Reliable Builder in terms of best legal practice	CNBC Bajar Gujarat Real Estate Awards
Ranked amongst India's Top 50 companies to work for in 2014 - In a study by 'The Great Places to Work Institute' and 'The Economic Times'	Ranked #48 in the overall category
Decade of Excellence - Amongst the Top Builders of the Country over the past 10 years	Construction World Awards
Real Estate Company of the Year	Construction Week India Awards 2015
Brand Excellence Award in Real Estate Sector	Brand Excellence Awards 2015
Best Real Estate Development Company – India	2015 Real Estate & Property Awards by Build Magazine UK
Developer of the Year - Residential	Realty Plus Excellence Awards (South) 2015
Businessworld - Most Admired Companies in India	One of only 3 real estate companies listed in the ranking of India's 55 most admired companies
Golden Peacock Award for Sustainability	Institute of Directors
Professional Excellence in Real Estate	ABP News Real Estate Awards
Corporate Governance of the Year	30 th National Real Estate Awards 2015 by Accommodation Times
Vibrations - GPL's internal newsletter	Gold in the Best Illustration in Newsletters category - NIB AWARDS 2016 by the Public Relations Council of India (PRCI)
Storey Times – GPL's internal magazine	Gold in the Best Layout in e-Magazine - NIB AWARDS 2016 by the Public Relations Council of India (PRCI)
GPL Design Studio	Blue Elephant at the Kyoorius Design Awards

Project Specific Awards



Mr. Jayanand Potdar,
Chief Operating Officer, receiving the 'CIDC Vishwakarma Award 2015' Under category Construction Health, Safety & Environment For Godrej BKC



Mr. Girish Shah,
Head Marketing & Sales, receiving the 'Best Residential Project Award' at the Construction Week India Awards 2015 for Godrej Horizon



Mr. Rupak Agarwal,
Business Head, Ahmedabad, receiving the Innovative Marketing Concept Award at the Realty Plus Excellence Awards (Gujarat) 2015 for Godrej Garden City

Godrej One, Mumbai	<ul style="list-style-type: none"> Commercial Building of the year Award - NDTV Property Awards 2015
The Trees, Mumbai	<ul style="list-style-type: none"> Mixed Used Development of the Year - Asian Customer Engagement Forum (ACEF) Property Awards
Godrej Garden City, Ahmedabad	<ul style="list-style-type: none"> Realty Plus Excellence Awards (Gujarat) 2015 – 'Innovative Marketing Concept of the Year Award' for the campaign carried out during the Navratri period Integrated Township of the year – Realty Plus Excellence Awards (Gujarat) 2015 Township Project of the Year – Asian Customer Engagement Forum (ACEF) Property Awards Achievement Award for Construction Health, Safety and Environment - 8th CIDC Vishwakarma Awards 2016
Godrej Summit, Gurgaon	<ul style="list-style-type: none"> Achievement Award for Construction Health, Safety and Environment - 8th CIDC Vishwakarma Awards 2016
Godrej Icon, Gurgaon	<ul style="list-style-type: none"> Best Innovative Project Of The Year (Residential) - North India - 3rd North India Real Estate Awards
Godrej BKC, Mumbai	<ul style="list-style-type: none"> Golden Peacock Award - Occupational Health & Safety Award 2015 Gold Award in Construction category for Safety - 14th Annual Greentech Safety Award 2015
Godrej Prime, Mumbai	<ul style="list-style-type: none"> Marketing Campaign of the Year - National Award for Marketing Excellence 2015
Godrej 101, Gurgaon	<ul style="list-style-type: none"> Innovative Marketing Concept of the year - Realty Plus Excellence Awards (North) 2015 Themed project of the year - Realty Plus Excellence Awards (North) 2015
Godrej Horizon, Pune	<ul style="list-style-type: none"> Best Residential Project - Construction Week India Awards 2015 Mid Segment project of the year - Realty Plus Excellence Awards (West) 2015 Certificate of Merit - National Safety Council Silver trophy for Construction safety award - Pune Construction Engineering Research Foundation Excellence in Delivery Award - Realty Plus Excellence awards (Pune edition)
Godrej Prana, Pune	<ul style="list-style-type: none"> Themed project of the year - Realty Plus Excellence Awards (West) 2015

Sustainability at Godrej

The Godrej Group has been at the forefront of philanthropic and social activities for several decades. 25% of the shares of the Godrej Group's holding company Godrej & Boyce are held in a Trust that invests back in initiatives that support the environment, and improve the quality and availability of healthcare and education. Through investment and oversight by the trust, a large tract of mangrove forests in Mumbai have been protected, developed and maintained for several years and have served as a second set of lungs for the city. The Godrej Group has supported education for all, through its support of the Udayachal pre-primary and primary schools, which focus on all round development of children. The Udayachal high school has recently been accredited with the International School Award in recognition of the school incorporating global education into its curriculum and innovation into classroom teaching.

Additionally, the Godrej Group has supported initiatives in healthcare, through its Godrej Memorial Hospital (GMH), which aims to provide quality healthcare at affordable costs. One such initiative is GMH's partnership with a US based NGO 'Smile Train' which helps in performing corrective cleft lip and palate surgeries for underprivileged children. GMH offers surgery and hospitalization to the patients free of cost.

Table for Two

The Group continues to support the Indian chapter of 'Table for Two', which it initiated at the World Economic Forum India Summit in December 2009. The initiative is targeted at addressing hunger and malnutrition in the developing world by combining our organization's tradition of serving society and individual involvement. Apart from the Table for Two initiative, Godrejites contributed to the beneficiary of the initiative – ISCKON foundation for their mid-day meal programme – during the Joy of Giving week.

Teach for India

Godrej Industries has been supporting Teach for India (TFI) since its inception in 2009. TFI is a nationwide movement of outstanding college graduates and young professionals who will commit two-years to teach full-time in under resourced schools and who will become lifelong leaders working from within various sectors towards the pursuit of equity in education. Its journey in the classroom began in 2009 with 78 TFI fellows (teachers) in 2 cities and across 34 schools covering 3000 children. The movement has grown to cover 204 schools in 5 cities with 730 fellows, impacting close to 23,000 children. Godrej Industries has contributed significantly to this growth not only through direct funding but also by allowing employees to participate in the 2 year fellowship program through a sabbatical. Apart from this, the Group has also provided a space of 1500 sq. ft. within its campus for establishing the TFI office.

Good & Green

At Godrej, our sustainability strategy, Good & Green, is driven by the desire to help create a more inclusive and greener India. Launched in 2011, Good & Green is based on 'shared value', a principle that aligns business competitiveness and growth with social and environmental impact. Central to the mission, is our belief that we can help solve critical social issues while strengthening our competitive advantage.

Our 2020 Goals:

BUILDING VOCATIONAL SKILLS

We will:
train one million youth in skills that enhance their earning potential

GOOD & GREEN PRODUCTS

Generate a third of our portfolio revenues from 'good' and/or 'green'

PROTECTING THE ENVIRONMENT AND CONSERVING RESOURCES

We will:

Achieve Zero waste to landfill

Reduce specific energy consumption by 30%

Maintain positive water balance

Be carbon neutral

Increase renewable energy use by 30%

By 2020, we aspire to create a more employable Indian workforce, build a greener India, and innovate for 'good' and 'green' products. 'Good' products are designed to address a critical social issue (e.g. healthcare and sanitation) for consumers at the base of the income pyramid. 'Green' products are those that are environmentally sustainable.

Our strategy to achieve sustainability goals under the 'Good and Green' program covers a wide range of initiatives, from increasing energy efficiency, water conservation and developing a skilled workforce, to creating green developments to ensure greener living for our customers. These projects, in combination, provide a robust approach to enhancing the social, economic and environmental goals of our company. While our projects are currently in varying stages of adoption and implementation, we are dedicated to developing our monitoring and evaluation strategy, and measuring our impacts.

These goals are supplemented by Brighter Giving, a structured volunteering platform through which our team members can offer their time and skills to help address a non-profit organisation's needs. Brighter Giving also serves as a channel through which our team members can connect with and learn more about Good & Green. The programme takes a long-term view, seeking to drive meaningful impact for our non-profit partners and their beneficiaries. More details about Good & Green and Brighter Giving can be found on the following link: <http://www.godrejgoodandgreen.com/>

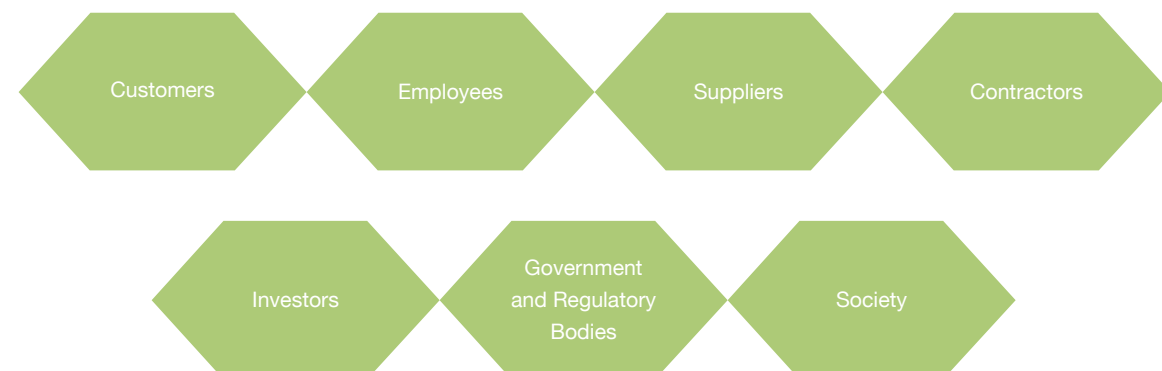
GPL's Approach to Stakeholder Engagement and Materiality Assessment

Creating Sustained Value through Stakeholder Interactions

We believe that productive partnerships create significant and sustainable value for all stakeholders. Businesses have seen that 'partnering' has proven to be a powerful business tool for dealing with the ever changing business needs of today's dynamic market. We also believe that an organization with ability to harness the collective knowledge and bring customized collaborative solutions for its stakeholders succeeds in creating long-term, sustainable, competitive advantage.

We have identified our stakeholders through an internal process, considering specific groups which are influenced by or influence our business. These have been prioritized based on our level of responsibility and level of influence on them. Being a real estate company having diverse interests across different business segments, we have a diverse set of stakeholders, including customers, employees, suppliers, contractors, investors, government, regulatory bodies, and the society at large. We continually engage with all our internal and external stakeholder groups on pre-determined schedules and an on-going basis. Our engagement mechanisms are aimed at identifying the concerns and expectations of our stakeholder groups, which are addressed through appropriate management actions.

Our Key Stakeholder Groups



We have various forms of formal and informal engagement mechanisms to address specific stakeholder needs, concerns and expectations in a timely and organized manner.

Materiality Assessment

As a real estate company with focus on project management, our constant focus is on core competencies in project management. We create scalability and an ideal combination of expertise by associating with the best in respective fields. While we are cognizant of the direct and indirect impacts of our business on the society and environment, given our business model, there are a limited set of activities that are directly under our operational control. We are also constrained by the unique business challenges endemic to the real estate sector in our country. However, we remain committed to identifying and assessing our impacts, undertake initiatives to improve our triple bottom line performance, and work with stakeholders within our sphere of influence to propagate sustainable development.

In order to align our growth and business strategy with sustainable development, and meet dynamic stakeholder expectations, we undertook a comprehensive materiality assessment exercise during the reporting year. Based on discussions and deliberations with our senior management, we have identified areas that are material to us. Although, external stakeholders were not directly involved in the process of determining material aspects, their expectations and interest were considered while determining material aspects.

We have followed the following five step process of materiality assessment:

Phase 1 - Interpret

- Interpreting what materiality means for us in the real estate sector. through an initial kick-off meeting with the management, current state assessment, and peer review

Phase 2 - Align

- Review the list of GRI G4 aspects and assessing alignment with our business

Phase 3 - Discuss

- Detailed discussions with relevant corporate functions in order to understand management views on each aspect

Phase 4 - Prioritize

- Prioritization of material aspects based on the strategic importance to the business and stakeholders. as well as the extent of existing and/or potential impact

Phase 5 - Review

- Review of the finalized material aspects by the senior management

The following aspects were identified as material to us considering the impact on the organization and our stakeholders on economic, environmental and social parameters.



Responsible Corporate Citizenship

Ethics, Transparency and Accountability

We have a group level Code of Conduct that every new employee joining the organization goes through and accepts by signing an undertaking. The Code of conduct speaks about various codes like:

- Communication and Public Relations
- Compliance with the law
- Confidentiality and Non-Compete
- Customers
- Diversity and Anti-Discrimination
- Good and Green
- Individual Conduct
- Integrity
- Quality
- Safety and Health
- Whistle-blower policy

The Code is also a part of the policy manual which is uploaded on the intranet of the company. Every new employee joining the organization goes through the code of conduct document and accepts and signs an undertaking.

We are guided by the Code of Conduct which includes clause on honesty, integrity and ethical conduct. All senior management personnel and employees are expected to comply with the letter and spirit of the Code of Conduct. The Code of Conduct is applicable to the directors of the Company, the top management and all functional heads. It is signed by the Chairman of the Godrej Group.

There were no incidents of corruption reported in the year 2015 -16 and no operations were identified as having significant risks related to corruption.

We ensure compliance to regulations and voluntary-codes to avoid anti-competitive behaviour, anti- trust, and monopoly practices, which may affect consumer choice and pricing. There is no anti- competitive, abuse of dominant position or unfair trade practices case pending against the company.

Compliance

We conduct our operations in compliance with all domestic and international laws, rules, regulations, and statutory requirements applicable to our business and the countries where we operate or according to common practices, where relevant regulation is not in place. There were no monetary fines and non-monitory sanctions for non-compliance with any laws and regulations in 2015-16.

It is the responsibility of each of our employee to be aware of and familiarize themselves with the rules, regulations and statutory requirements relevant to their job, location and environment. It is mandated that each employee should avoid any activity which could result in the person or the company getting involved in unlawful practices. Our parent company, Godrej Industries Limited and Associate Companies (GILAC) also subscribes to the Confederation of Indian Industry (CII) Code of Business Ethics.

Relationship management:

Our relationship management team plays a pivotal role in redevelopment projects right from the initial due diligence process to the final handover of rehab units to the original tenants. Besides these, the team gives inputs in drafting of legal documents, facilitates smooth evacuation of the tenants and coordinates with government and local authorities. The team also acts as a vital link with the tenants, by answering their queries before and after the evacuation stage. Although we do not have any direct relationship with the communities present around our project sites, these are important stakeholders for us. Our relationship management team is sensitive towards their needs and concerns and makes every effort to ensure their safety and convenience.

Customer Centricity

We are committed to continuously improve customer service and experience standards. We have different channels for communication with our customers that include walk-ins, telephonic conversations, emails, snail mails, etc. We also have a customer information portal that takes care of customer's needs by providing and delivering vital information on a 24X7 basis.

The Code of conduct for Customer Centricity department is the guiding document for our customer service executives and covers areas like grooming, etiquette, personal hygiene, communication (oral & written), body language, process adherence, integrity, information security and use of company's assets and safety, etc. We have adopted Standard Operating Procedures (SOP) for customer communications across multiple touch-points across all regions.

To measure and track improvements in service standards, we conduct mystery service audits through an independent third party. The audit parameters are in line with world class service standards. The last audit was conducted in the previous financial year and we were rated moderately high in terms of the quality of our processes and overall service standards.

We also created several interventions across the regions to improve the scores. Our target improvement scores for 2015 have exceeded by 18% as compared to the last year.

In order to have a fair and independent view on our approach to customer centricity, we have carried out third-party Customer Satisfaction Study. The key results of this study are as below:

- Improvement in NPS and CSI scores for the flats handed over
- Significant improvement in quality of flats
- Significant improvement in customer service
- Increased customer loyalty

Apart from in-person, telephonic and email interaction, customers can also call us on a toll free number and connect to our Customer Resource Centre (CRC), where their queries and complaints are tracked and resolved within defined Turn Around Time (TAT). The CRC is equipped with state of the art systems like best in class Telephony, CTI (Computer Telephone Integration), Salesforce.com (SFDC) as CRM & Customer Information Portal (CIP) to handle customer complaints on a real time basis. SFDC gives us the ability to not only track and resolve customer complaints but also provides real time dashboards to deep dive into macro level issues faced by customers across projects. Additionally, an escalation workflow gives us the ability to highlight burning issues that require senior management intervention. Since it is a 'cloud' based solution, it can be accessed from anywhere in the world and gives us the flexibility to customize solutions. Last but not the least, the integrated system (with our ERP) allows us to serve our customers in the best possible manner.

We exercise utmost care in handling customer data. We ensure that there are no breaches of customer privacy or no losses of customer data. No complaints regarding breaches of customer privacy and losses of customer data have been reported in this reporting year. No incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling were observed during the reporting period.

We ensure that accurate and appropriate information is communicated to the customers, which would enable them to make thoughtful decisions. Our marketing communication activities comply strictly with the requirements, as well as regulatory necessities (if any).

We are not engaged in selling any product that is banned. Also, no incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion or sponsorship, were observed during the reporting period.

Creating Sustained Economic Value

By most measures, FY 2016 was GPL's best ever year. We delivered our highest ever bookings, deliveries, revenue, EBITDA, net profit, and net operating cash flow this year. Even in a very difficult year for the sector, our bookings grew by 88% to cross INR 5,000 crore.

We achieved three extremely important strategic milestones in FY 2016. In India's largest ever end-user commercial real estate transaction, we sold 40,428 square meters for INR 1,479 crore at Godrej BKC. The price of INR 365,840 per square meter was 30% above the average price achieved in the project till date and the highest price achieved for any major recent commercial real estate deal in Mumbai.

The second major milestone was the launch of The Trees, which was the most successful launch in our company's history. GPL sold 470 apartments across two phases registering a booking value of INR 1,224 crore in just four months.

The third of the three major milestones for the year was the announcement of the creation of Godrej Fund Management. GPL raised USD 275 million under Godrej Residential Investment Program II (GRIP II) with Dutch pension fund asset manager APG as the lead investor. This demonstrates our ability to attract long-term institutional capital to power our growth capital requirements.

Highlights of Financial Performance:

- Total income increased by 42% to INR 2,728 crore from INR 1927 crore
- Net profit increased by 21% to INR 231 crore from INR 191 crore
- EPS amounted to INR 10.97 as compared to INR 9.58

We have emerged as the largest listed Indian developer by sales in FY16 and aim to maintain our leadership position with an exciting launch pipeline for FY17. Our performance for the year underlines the effectiveness of our resilient and differentiated business model that is anchored by the strength of the Godrej brand and the ability to attract partners and customers across the country. Our national presence, strong brand equity, and large number of new projects leave us in a good position to capitalize on this opportunity in the year ahead.

There was no financial assistance received from the government during the reporting period. Further details about our Financial Performance can be found in our Annual Report available at https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf

Economic Value Generated & Distributed	FY 2015-16
GPL CONSOLIDATED	INR Crore
Economic Value Generated	2,728.08
Economic Value Distributed	2,496.98
a) Operating Costs	2,250.04
b) Employee benefits and wages	45.93
c) Payment to providers of capital	73.66
d) Payments to governments	124.80
e) Community Investments	2.55
Economic Value Retained	231.10

While developing projects, we ensure that the needs of each and every resident and the society at large are taken care of. This is reflected in our developmental footprint of approximately 10.67 million square meters, spread across 12 Indian cities. As an environmentally responsible company, we work towards ensuring a balance of the triple bottom line. We consider the impact of our business actions on climate change and its mitigation to be material and critical to our growth and success as a company. We understand that there are certain financial risks that climate change poses to a business like ours, the most obvious of these being the cost and availability of natural resources. Our business is heavily dependent on natural resources like raw materials, water and fuel. Shortage of such resources will increase operating costs and directly impact construction progress.

Our 'Good and Green' philosophy demonstrates our commitment to creating a greener India. Launched in 2011 as a key imperative for 2020, it is based on shared value, a principle that aligns business competitiveness and growth with social and environmental impact. At its root lies the idea that companies can help solve critical social issues while strengthening their competitive advantage.

Our belief that sustainable products create a competitive advantage for the company can be seen in our Good and Green Products Goal- our commitment to generate a third of our revenues from Good or Green products. For the third consecutive year, 100% of our new inventory launched has been pre-certified green by the Indian Green Building Council. This included Platinum Pre-certification for Trees Phase 2 in Mumbai, Silver Pre-certification for Godrej infinity in Pune, Godrej Garden City Phase 5-6 in Ahmedabad, Godrej 101 and Godrej Icon in NCR.

Our focus on green operations, complemented by our Good and Green Products Goal is helping us understand the implication of our business on the environment and moderate any significant impact.

Our community initiatives and skill development for underserved populations generate an indirect economic impact of our business. We have initiated 'NIPUN', a programme that follows an on-the-job training model at project sites including Ahmedabad, Chennai, Bangalore, Gurgaon, Nagpur, Mangalore, Kolkata and Pune.

Further details on our CSR initiatives and their impacts are presented in the chapter 'Being Good: Empowering our Communities'.

Investing in our Employees

We believe in providing a conducive work environment and a 'great place to work' to our employees so that they can realise their potential and also contribute to the growth of the organization. We believe that it is the strong commitment of our employees that helps us overcome challenging situations and emerge stronger. As part of a Godrej Group initiative, we have embarked on an extensive initiative to define our employee value proposition and culture building. This is a unique and leading initiative within the construction and real estate sector of India, which is a relatively unorganized sector.

We review and revise the HR policies and people strategy on the basis of feedback received in various communication forums and also on the basis of industry benchmarks and best practices. All HR policies are communicated to new employees at the time of induction. These are also available on the company intranet.

We strive for healthy industrial relations at our sites and in the entire value chain. We provide our employees opportunities to learn new skills for professional growth and advancements. An annual training calendar is developed each year based on the outcome of the training needs assessment exercise. Apart from basic trainings, enhancement of functional skill is also done through on the job training.

We ensure that there is no discrimination against any employee on grounds of race, colour, religion, caste, gender, age, marital status, disability, nationality or any other factor under applicable laws and contemporary practices at the work place. Recruitment, placement, promotion, transfer, compensation, training and other benefits are based on the merit and competency of the individual and the business needs of the organization.

Occupational health and safety is of vital importance for us. A structured occupational health and management system is in place across the company to ensure employee well-being.

Employment

We have been consistently adding manpower across levels to meet our business objectives. We draw a large workforce with diverse qualifications, capabilities and skill-sets to meet our wide range of manpower requirements.

Employment Category	Employees	No. of new employees hired in FY 15-16	Rate of new employees hired in FY 15-16	No. of employees leaving the organization in FY 15-16	Rate of employees leaving the organization in FY 15-16
Management	21	4	19.05%	3	15%
Managers	426	79	18.54%	55	14%
Non Managers	501	144	28.74%	48	12%
Staff	10	0	0.00%	0	0
Total	958	227	23.70%	106	13%

All Permanent Employees	Employees	No. of new employees hired in FY 15-16	Rate of new employees hired in FY 15-16	No. of employees leaving the organization in FY 15-16	Rate of employees leaving the organization in FY 15-16
<30 years	324	117	36.11%	42	23%
30 - 50 Years	600	104	17.33%	60	10%
>50 Years	34	6	17.65%	4	14%
Total	958	227	23.70%	106	13%

All Permanent Employees	Employees	No. of new employees hired in FY 15-16	Rate of new employees hired in FY 15-16	No. of employees leaving the organization in FY 15-16	Rate of employees leaving the organization in FY 15-16
Male	701	149	21.26%	77	12%
Female	257	78	30.35%	29	14%
Total	958	227	23.70%	106	13%

Ours is a merit based organization and all the hiring takes place purely on the basis of merit. We encourage diversity in our company and allow for equal opportunities for all team members. All appointments are made on the basis of the company's need, vacancies and merit of individuals, across all levels, irrespective of gender. For hiring workers (skilled, semi-skilled, unskilled and apprentice), equal weightage is given to candidates from across the country. Currently we do not have any specific procedure for local hiring of senior management, direct employees, contractors or subcontractors. We ensure that there is no discrimination against any employee on grounds of colour, gender, race, religion, caste, nationality, age, marital status, sexual orientation, disability or any other factor under applicable laws and contemporary practices at the workplace. Recruitment, placement, promotion, transfer, compensation, training and other benefits are based on the merit and competency of the individual and business needs of the company.

We are committed to creating and maintaining an atmosphere in which our team members can work together, without fear of sexual harassment, exploitation or intimidation. For this, we have instituted an Anti-Sexual Harassment Policy. No incidents of discrimination were reported in the year 2015-16.

We pay local minimum wage at all our locations of operation. Other than wages, the Company provides several benefits to its full time and part time employees. All employees get life insurance and healthcare cover. Permanent employees are also entitled to parental and maternity leave, retirement provision and stock ownership. Part time employees are also eligible to maternity leave.

All employee benefits payable wholly within twelve months of rendering the service are classified as short term employee benefits. Benefits such as salaries, wages, performance incentives, etc. are recognized at actual amounts due in the period in which the employee renders the related service. Payments made to defined contribution plans such as provident fund are charged as an expense as they fall due.

The cost of providing benefits i.e. gratuity is determined using the Projected Unit Credit Method, with actuarial valuations carried out annually as at the balance sheet date. Actuarial gains and losses are recognized immediately in the Statement of Profit & Loss.

We do not discriminate on the basis of gender with regard to compensation and other benefits. At the time of recruitment, new employees are offered salaries in line with the skill, merit, qualification, experience and peer level compensation. Other benefits applicable to a particular level are extended to all, irrespective of gender and age.

Ratio of basic salary and remuneration of women to mean, by employee category

Employee Category	Ratio of Basic Salary of Women to Men	Ratio of Basic Remuneration of Women to Men
L1 (Officer to Assistant Manager)	0.90	0.89
L2 (Manager to Deputy General Manager)	0.84	0.84
L3 (General Manager to Assistant Vice President)	1.02	0.97
L4 (Vice President and above)	0.96	0.83

We have a Maternity Leave and Benefits Module for all our employees. The module entitles female employees to benefits under the Maternity Benefit Act, 1960. The Module is designed to best equip expecting mothers to balance their responsibilities as a new mother, both on a career and personal front, through a mutually beneficial arrangement for them and the company.

The Maternity Leave and Benefits Module are applicable to all female employees who have been in continuous service for a minimum period of 80 days prior to commencement of their maternity leave.

Employees who have been in a continuous service for a minimum of 80 days to a maximum of 1 year prior to commencement of maternity leave, are entitled to 3 months of Maternity leave with full pay and benefits. Similarly, Employees who have been in a continuous service for more than a year prior to commencement of maternity leave, are entitled to 6 months of Maternity Leave with full pay and benefits and flexible work arrangement post resuming work.

However, In case the employee does not return to work or does not continue to work with the company for a minimum of 6 months post the date of return from Maternity Leave, the company reserves the right to reclaim this additional emolument on a pro-rata basis.

Return to work and retention rates after parental leave, by gender

Maternity leave and return to work		
	Male	Female
Number of employees entitled to parental leave	701	257
Number of employees that availed parental leave in FY 15-16	13	5
Number of employees who returned to work after end of parental leave	13	4
Number of employees who returned to work after end of parental leave and were still employed 12 months after their return to work	13	4
Rate of Return to Work	100%	80%
Rate of Retention	100%	100%

We abide by all applicable laws of the land pertaining to prevention of forced and child labour. We have formulated an Anti-Forced and Child Labour Policy that covers all our operations. The minimum age for recruitment is 18 years for all categories of employees. No incident of forced or child labour was reported in the year 2015 – 16.

Grievances of any kind arising out of employees (viz; employment conditions, terms of employment, peers-subordinate relations, reportee-reporting manager relations etc.) are addressed by HR Dept.

The policies and procedures relating to employment conditions are defined and explained in detail in GILAC code of conduct in addition to availability of well-defined SOP of various operative streams, in company intranet platform.

Since we play the role of developer (and not directly involved in project execution), mostly the labour practice (ULP matters), industrial disputes & human right and generic equality related matters arise out of and in course of engagement of contract workmen by the contractors themselves. Consequently, these are handled by our contractors and not by our company directly.

However, there were no such employee grievances recorded which arose out of and in course of employment of direct employees of our company so far the employment conditions are concerned.

Employee Value Proposition

We have a well-defined Employee Value Proposition which reflects how we would like our employees to experience ‘Godrej’ as an employer brand. Given that we are spread across multiple geographies & businesses, we believe that it is important that an employee experiences the same values that define the Employee Value Proposition & represent Godrej.

We seek to create a delightful association with our employees throughout their lifecycle by ensuring the following 3 themes resonate in their experience with us:



Employee Engagement Initiatives at GPL

Employee engagement at GPL is based on the strong employee value proposition of ‘Whole Self’. Whole-Self is about respecting individuals and knowing the other side of our employees. We try to know more about the other-side through our fun and celebration initiatives at GPL. Employee’s birthday, marriage, new member in the family, long service etc. is celebrated enthusiastically.

We have a special cross functional team Godrejice, with employees across regions, where employees come together to discuss employee engagement activities and celebrations. They spread joy and make workplaces happy. Some of the fun events held by us in the last year are:

Valentine's Day: On Valentine's Day GPL turned red as all our employees dressed up in red outfits to celebrate this day. Employees are also sent Valentine's Day post cards to their loved ones to express their love and affection.

Happy Hour: True to our 'whole self' philosophy we launched the Happy Hour concept where we take the employees out from their busy schedule and engage them in fun activities that help them to rejuvenate.

Celebrating Childhood at ART of CHILLING:

ART of CHILLING is another opportunity for our employees to relax and unwind. This year the theme of Art of Chilling was 'Carnival'. The event was a mix of games, fun activities, antakshri and mouth-watering food. An interesting backdrop of a Carnival bus was put as a photo booth for employees to click photos and relive their childhood memories.

Celebrating Festivals

At GPL, we believe that celebrating festivals helps to break the monotony of everyday routine and keeps the employees fresh and focused on their work. This year, we celebrated Dusshera at GPL by having a traditional day where our employees came to office dressed in their best traditional attire.

To mark the festival of Diwali, we shared sweets and organized a Rangoli Competition to get everyone in a festive mood. We also organised Workstation Decoration for our employees to bring out the creativity in them.

Employee's special moments:

We realize that it is the intangible contribution from the employee's family that allows our employee to give his/her best at work. To recognize this, we have started a new initiative to mark '**Special Days**' in the life of the employee and his family. We have identified a few days that we believe hold special significance for the employee and his family, these include: Employee confirmation, Employee marriage, Addition to the employee family, Celebrating success of employee children at board exams, and Long service awards. To celebrate these '**Special Days**', a '**Celebration Box**' is sent to the employee's residence which not just creates an impact on the employee but also a ripple effect on the family.

Health and wellness

Health Check-up Camp: As part of the wellness initiative at GPL, we has organized a **health check-up camp** in the office to create awareness about healthy living among the employees. Experts from the fields of nutrition and medicine were called to share valuable inputs based on individual health and physique.

This was organised before launching Stepathlon, a 100 day virtual race undertaken within the organization, to encourage employees to participate and workout for their fitness.

Some of our other employee initiatives include:

Vibrations

Vibrations is a monthly regional newsletter through which the regional head shares business updates for all projects & highlights milestones for the month accomplished by a regional team. Through such recognition of individual and team contributions, it motivates and inspires other employees in the region. Since its inception, we have launched more than a 100 issues of Vibrations across regions till date.

Godrejite

Godrejite is the Godrej group intranet that connects us all with different mediums like blogs, mails, news and other company updates. It is the platform where GPLites interact, express and stay in touch.

Let's Talk

Let's Talk is GPL Design Studio's newsletter which speaks about the latest movements along the design & sustainability front for our projects. The GPL Design Studio is a collective of creative people- urban designers, architects, artists, interior designers, environmental planners & horticulturists who work on design, innovation, product development & customer experience.

Training and Education

Employees are our most valuable asset and our company's growth is aligned with the development and well-being of our employees. We provide extensive learning opportunities through well-designed and tailor-made training programs round the year.

As organizations are growing in many spheres of functioning, imparting learning and development to employees to become future ready is a need of the hour. Given the tremendous pace at which we have been growing in the past year, there has also been a surge in the size of our organization, and a shift in our learning culture.

We now look at enabling employees to learn by themselves and play a role in contributing to their own learning plans. This entire shift has led to making learning a truly sustainable enterprise-wide effort. This entire wave of self-learning that has taken precedence, allows for sharing of knowledge and information in a much easier way. At Godrej Properties, all our learning and development initiatives are designed keeping the following drivers of learning in mind.

We understand that it is important to update our skill-sets and understand newer processes that keep evolving from time to time. Real estate being such a specialized industry, it becomes important for our team to keep themselves adept to what's happening in the external environment and upgrade skills accordingly.

All learning platforms are integrated in a way that there are themes established and flow through every intervention planned. The concept of blended learning too is practiced regularly, through means of blending the various media of learning and integrating them. E-learning programs at times are assigned as pre-work for employees to complete before attending classroom training. The other media of learning-Discussion Forums are also used effectively as a method of reinforcing learnings and sharing them.

Also keeping in mind that we have a Core Team of professionals who execute and supervise our projects end-to-end, it is essential that they are well equipped leaders at every level.

We have made it mandatory for our senior leadership team to undergo this training first – we have partnered with expert international trainers to deliver these training programs on Leading Self, Leading Others, Leading Business.

The following capabilities have been identified as critical to business success:

- People Management
- Collaboration
- General Management
- Coaching & Mentoring

Apart from these capabilities, all learning initiatives have been designed and created keeping in mind the various Godrej Capability Factors and the organizational priorities.

Distributed learning
a shift into real time learning

Democratised learning
the learning needs are identified by the stakeholders employees themselves

Investing learning
learning through sharing of experiences of learning across media

L&D initiatives at GPL

Customized e-learning modules

We recognize that some learning needs are specific to the real estate sector & any module catering to such needs must be customized to our context. Hence, we are in process of developing some customized e-learning modules on subject domains like the Pre-Construction Process, Sales Process, Lead Management, SAP and Construction Process.

In particular, all e-learning modules have been aligned to the design of classroom interventions thereby offering a blended learning experience to the learner in the form of both classroom instructor led training as well post/pre training reinforcement through online learning.

Off-the-shelf courses

Apart from developing our own content for e-learning, we have recognized some focus areas which have required immediate developmental inputs for a large population. Hence, we have launched some off-the-shelf courses as part of our e-learning repertoire on domain such as communication & negotiation skills. Going forward, we plan to launch more such courses, migrating classroom learning content onto e-learning as a way of providing a blended learning experience to our customers.

Learning Calendar

To promote transparency & openness in sharing information, as a practice, we launched a quarterly Learning Calendar for all employees. The Learning calendar gives employees a snapshot of all learning interventions, both classroom & e-learning, to be rolled out in particular quarters. The objective is to share with employees the array of learning interventions open to them.

E-learning

We are significantly investing in leveraging technology for driving learning across the organization. We are an organization with employees based out of various geographies. Catering to their learning needs effectively & immediately is paramount enabling them to deliver their level best at the workplace. We have introduced some off-the shelf e-learning modules. We have also created some customized e-learning modules focusing on our business specific processes. Our endeavor is to address the varied degree of learning needs which come from our employees through an array of world class e-products. E-learning in Godrej Properties takes us one step closer towards creating a culture of self-learning.

Infographics

Infographics have emerged as effective tools to communicate a complex set of ideas, definitions & processes in visually appealing terms. Readers like them because they can quickly scan data and research to gain a broad understanding of the content. At Godrej Properties, we have extensively worked on developing these infographics as a ready reference tool or a quick earning byte explaining business concepts. We have created infographics on subjects like real estate basics, active listening from a seller's perspective, effective questioning from a seller's perspective, cost of construction, etc.

Brighter Minds

Brighter Minds, GPL's knowledge management platform, is a one-stop shop for all information related to GPL and the real estate industry



Brighter Minds is our internal knowledge management portal. The portal aims to provide a platform for self-learning, innovation and a robust document repository within the organisation. It acts as a one stop shop for all information pertaining to GPL and to promote a strong knowledge sharing culture amongst all users. Portal comprises Document Corner, Discussion Forum, and Vendor Management, e-Learning, Fun@Work, HUB and Power of One sections. According to experts, this portal will go a long way in enabling GPL to continually upgrade the collective knowledge in the organization and help employees work smarter.

Training Participants and Average Training Person-days in FY 2015-16

Average Employee Training Man-hours	17.11
Male Employees	17.24
Female Employees	16.72

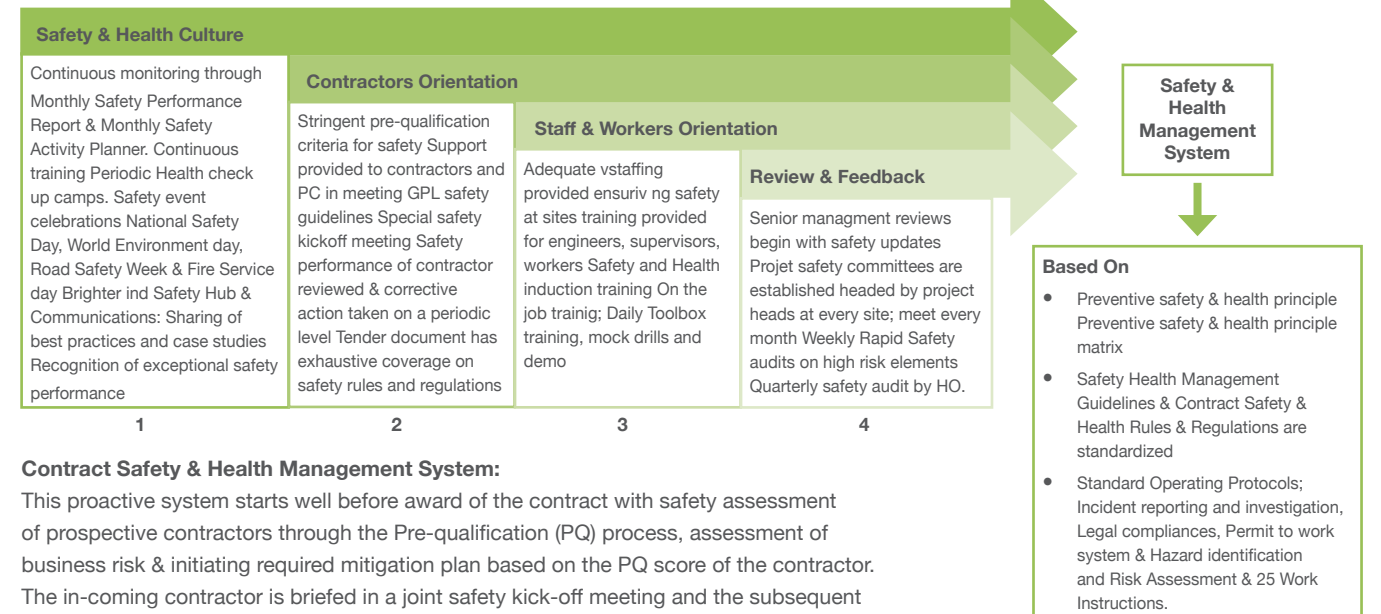
Description	No. of Participants	Hours / Person-days
Senior Management	33	344 hrs.
Middle management	502	9160 hrs.
Lower Management	642	10752 hrs.

We offer a variety of programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. These include Making Impactful Presentations, Communication Skills Programme, MS Excel Training, Competency Development on Problem Solving, GPL Athletes and PULSE. Also, 100% of staff employees are considered for regular performance and career development review.

Occupational Safety

We give high priority to the health and safety of our employees. An effective way of ensuring this is building a safety culture, where safety is the responsibility of each and every employee. The company has a robust Safety & Health Management System which has comprehensive safety checks at each stage of the project starting from contractor pre-qualification. The safety committee at sites are composed of management and worker representatives at the average ratio of about 1:1, as per statutory requirement. It is an apex forum which supervises & reviews the safety management and compliance.

The dedicated safety team at each site is entrusted with the responsibility of promoting safety practices & culture among employees. This objective is achieved by numerous awareness and training programs besides executing a smart monthly safety activity plan for each of the sites.



Contract Safety & Health Management System:

This proactive system starts well before award of the contract with safety assessment of prospective contractors through the Pre-qualification (PQ) process, assessment of business risk & initiating required mitigation plan based on the PQ score of the contractor. The in-coming contractor is briefed in a joint safety kick-off meeting and the subsequent mobilisation phase is guided & audited by a safety & health infra tracker.

The contractor signs off a legal undertaking while rolling out the Site Safety and Health Plan. This also provides guidelines to the contractors for undertaking work at the site. We follow a self-assessment system where the contractors themselves evaluate their compliance to the OHS guidelines and submit a periodic Safety Management Plan. Also, in the pre-qualification stage we give preference to contractors who are OHSAS 18001 certified.

HIRA

A Hazard Identification and Risk Assessment (HIRA) is conducted by the cross functional team before commencement of work. While the primary responsibility of this team is to conduct a detailed risk assessment, it also creates awareness among workers on hazard & risk and required mitigation measures in the activity to be performed.

Health Surveillance Program:

As part of our health surveillance program, a pre-employment medical examination is conducted for workers and machine operators employed at our project sites. Apart from this various kinds of health awareness initiatives are rolled out.

Improvements in LEADING INDICATORS against previous year
129% increase in Near Miss reporting.
72% increase in Avg. participation in daily Toolbox / Pep Talk training.
70% increase in numbers of internal / external training sessions.
55% increase in Internal Safety Audit.
46% increase in Emergency Mock Drill exercise.
39% increase in External Safety Audit by contractor.
19% increase in No. of motivation & promotional activity.
13% increase in number of safety committee meetings.
Improvements in LAGGING INDICATORS against previous year
26% decrease in Frequency Rate (FR).
22% decrease in First aid- injury cases.

Training & Awareness Campaign:

We believe that skill enhancement, capability building and awareness are the strongest pillars of our safety & healthy management system. Thus, we give special impetus to awareness programs, skill training sessions, motivational campaigns and health camps. In the reporting year we conducted more than 4100 safety training sessions, clocking more than 100000 training hours. We also consider celebration of various events as important platforms for creating awareness about safety and events like National Safety Day, World Environment Day, Road Safety Week & Fire Service Day are celebrated across our sites.

Health and safety at GPL is promoted through the following activities:

- GPL Annual S&H awards
- Participation in external competitive safety & health awards
- Health monitoring & prevention-Pre-medical & periodic health check-up of workforces.
- Awareness- National Safety Day, World Environment Day, Fire Services Day, Road safety Week etc.
- Daily sensitization campaign by Tool Box Talk, Mass Gathering
- Campaigns through NGOs- medical check-up, AIDS prevention awareness, Good Hygiene practices
- Certificate of appreciations on achieving safe man hours targets
- Motivational rewards

As a part of the Road Safety Week (January 11th to 17th), a number of activities were conducted across 23 of our project sites, which saw more than 8000 participants. Some of the activities were:

- Online Road Safety Quiz
- Road Safety awareness rally
- Road Safety awareness drive among locals with the Involvement of local traffic department
- Inspection of personal vehicle of staff & workers
- Mass TBT/PEP talk on Road Safety
- Road Safety Awareness Play -- Nukkad Natak

We also celebrated the National Safety Week – (4th to 10th March) across 21 of our project sites, which saw more than 11500 participants. Some of the activities conducted as a part of the celebration were:

- Safety Exhibition
- Free Medical Camp
- Blood Donation Camp
- Safety Skit
- Awareness Rally
- Housekeeping Drive
- Health & Hygiene Awareness Drive in School

Some of the Safety Best Practices across our sites include:

Title : Fall protection measure in electrical fitting

Description: Developed a fall protection device for working at edge of flats. A special polyamide Rope Lanyard with Scaffolding hook at one end and Snap hook at another end was used and. One hook was connected to the fan points whereas the other secured the worker.

Benefit:

1. Elimination of chance of falling outside the building while working on slab edge as the worker is anchored to fan hook which is in the centre of unit.
2. In the eventuality that someone does fall, leg or head injury is prevented due to the use of appropriate length of rope.



Title: Online system for hazard and near miss incident reporting

Description: Developed an in-house online portal for reporting hazards and near miss incidents.

Benefit:

1. User Friendly system, easy to fill up.
2. Confirmed closing actions for each and every Hazard/NM.
3. Back dated data can be traced along with the compliance actions taken.
4. Easy to trace out the Pending action data and personnel responsible for taking the action.
5. Sub-contractors can also report online.



Safety Statistics FY 2015-16	
Man-hours Worked ¹	36741923
Total Workforce ²	11312
Injuries	0
Fatalities	2
Lost Days	12000
Frequency Rate	0.05
Severity Rate	326.82

(Footnotes)

1. 1,2 Includes staff of GPL, PMC, Contractor, Sub-contractors & workers of contractors & sub-contractors. For FY 17 we have put systems in place to separately track the man-hours for GPL employees and rest of the workforce.

Title: Delayed Start Mechanism for large equipment

Description: Delayed start mechanism provided in earth moving vehicles and transit mixer causes a 30 sec delay in the start-up of the vehicles. During this delay a warning alarm is sounded that alerts personnel in the vicinity

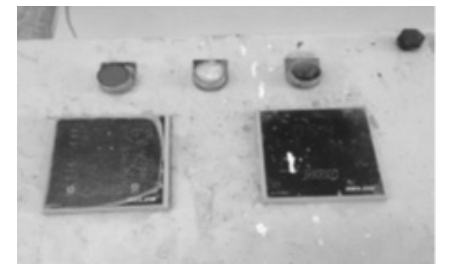
Benefit: Prevention of run over incidents



Title : Earth Leakage Relay (ELR) in electrical panels

Description: ELR Systems installed in all electrical panels automatically cut off the electric supply when a leakage current is detected.

Benefit: Prevention of electrocution



Sustainability at GPL

In line with the Godrej Group philosophy of giving back to the environment and society, GPL has been at the forefront of developing environmentally sound real estate, in a socially responsible manner. This is reflected in the projects that we undertake and the industry bodies that we are a part of.

Global Real Estate Sustainability Benchmark

Global Real Estate Sustainability Benchmark (GRESB) is an industry-driven organization committed to independent assessment of the ESG performance of real assets globally, including real estate portfolios and infrastructure assets. The GRESB data, backed by industry bodies, is used by more than 200 investors and fund managers in their investment management decisions. We have been a part of this since 2012 and our performance in GRESB has substantially improved every year as we ensure sustainable products and practices through Green building rating systems. We also use the GRI framework to measure our triple bottom line performance. Following is the gist of our scores this year:



Sustainable Housing Leadership Consortium

Staying true to our commitment of embedding sustainability in the housing sector, we have co-founded the International Finance Corporation (IFC) led Sustainable Housing Leadership Consortium (SHLC). This is a voluntary, collaborative effort with leading Indian housing sector companies to drive sustainability in India's housing market. The effort is part of IFC's eco-cities program, supported by the European Union. The consortium has been formed by early contributors in India's green building and affordable housing movement.

While the founding members of the consortium have committed to make 100 percent of their housing portfolio sustainable by 2017 through appropriate green building certifications, all GPL projects since 2014 are certified green under IGBC Green Homes or LEED India Core & Shell rating system. The members have also committed to achieve 20 percent reduction in incremental variable costs for sustainable building.

The consortium has taken up areas of policy development and inclusion towards green housing, technology availability, skill development and improvement in the construction workforce and consumer awareness concerning the benefits of green housing. The consortium will also provide leadership and advocacy for broader industry and government policy actions to make 20 percent of India's new housing construction sustainable by 2022.

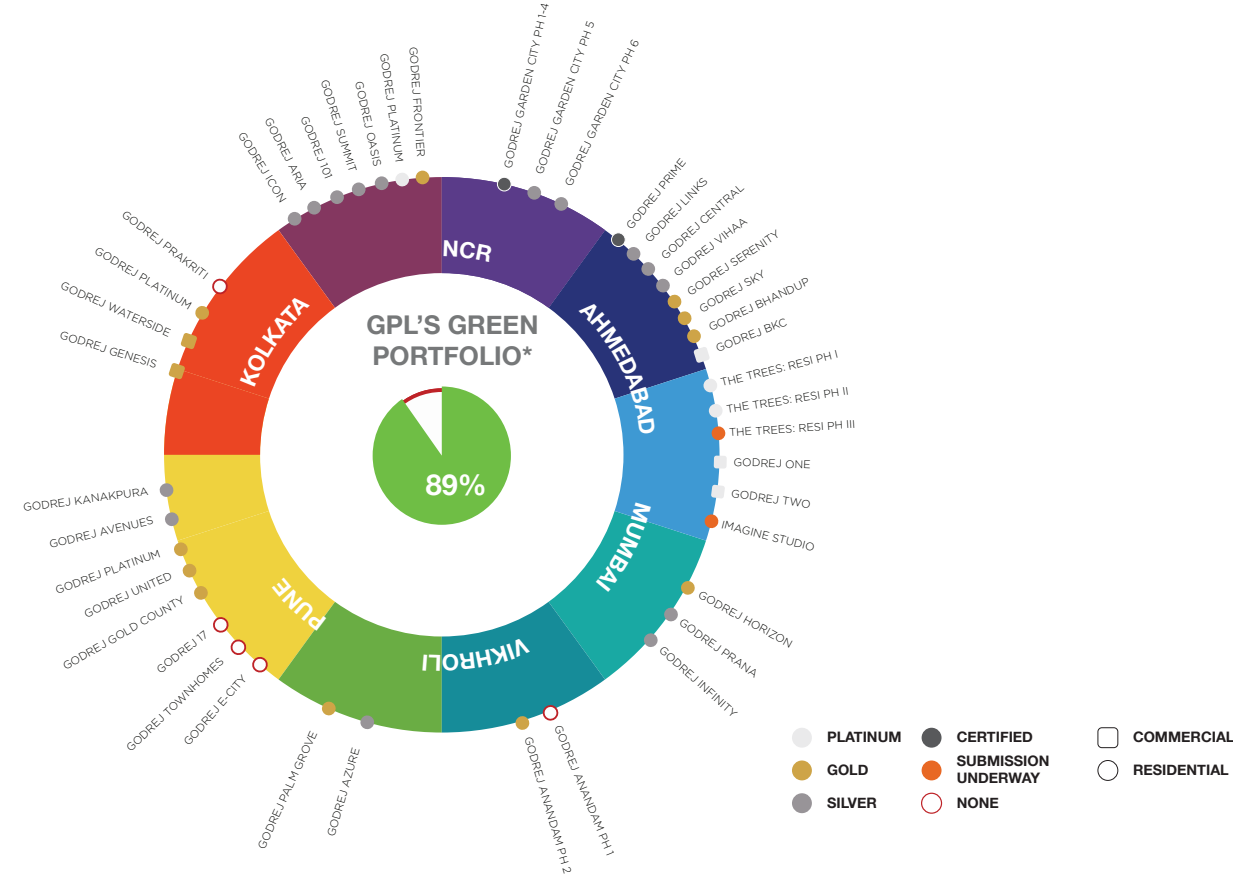
Good & Green Products

As a Founding member of Indian Green Building Council (IGBC), we are passionate about developing India's real estate such that it contributes towards a brighter, greener and therefore a more sustained living space for the coming generations of India.

Good & Green has been aligned with our business vision to deliver superior value to all stakeholders through extraordinary and imaginative spaces created out of deep customer focus and insight. Therefore, innovating for good and green products, especially in light of impending resource constraints is vital to achieving our company's vision.

Green Buildings

Guided by our Group's commitment to sustainable development, we ensure that our projects are planned to the highest standards of green development. To this end, we incorporate a number of green features in our buildings like maximising the use of recycled input materials during the construction phase, optimising energy consumption during the construction phase and operation / maintenance phase, reducing our water footprint, controlling emissions as well as managing generation and disposal of waste.



Embedding Sustainability in the Design Process

GPL Design Studio, which leads the design of projects, integrates various elements of sustainability into the project designs. GPL Design Studio, is a unique amalgamation of people with diverse credentials, working towards a collective goal of producing high-quality, efficient and sustainable spaces for our customers.

The Studio comprises of architects, graphic designers, urban designers, interior designers, environmental scientist, horticulturists and sustainable design experts, all working from the same workplace. This interesting collective creates opportunities for cross-functional innovation, and intensive knowledge sharing for improved performance of the company as a whole.

The Studio looks at sustainability as an integral part of design, and perceives it at various scales. We understand that as a developer it is our responsibility to provide great quality spaces to our customers that are going to last for decades, while also keeping in mind that construction of a new development has huge impact on the environment.

This provides us a new lens to look at how we can create a more sustainable portfolio for the company at all levels.

- Dwelling Level: Initiatives at this level usually impact the user directly and have long-term gains for the users during the life-cycle of the project. Benefits include a better quality of life for the users and an improved indoor environmental quality. For example, a high quality Double-Glazed Unit reduces solar heat gain in the interior spaces while lowering noise from the surrounding environment.

- Building Level: These initiatives look beyond the benefits of individual users and focus on the entire set of residents. One such example is the orientation of buildings based on the sun path.

- Project Level: Initiatives at the project level like waste water reuse, composting, solar common lighting improve the performance indicators of the project as a whole.

- City Level: Some projects present opportunities to give back to the city in some way. For example, providing a public plaza as part of the project.

Constant innovation at the project level helps us to achieve the best results and provide more efficient spaces to our customers. The result is an integrated product which is functionally, aesthetically and environmentally sound. We look at the project-level activities through the lens of sustainability with a focus on three major aspects:

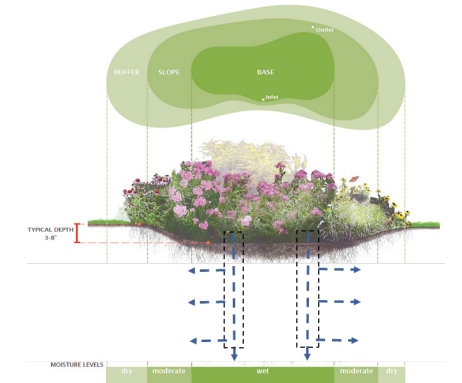
- People: This is by far the most important concern of the company, and we are constantly striving to create healthier, safer and more enjoyable spaces for people.

- Planet: We utilize technologies, materials and processes that have a lower impact on the environment, during construction as well as post-occupancy.

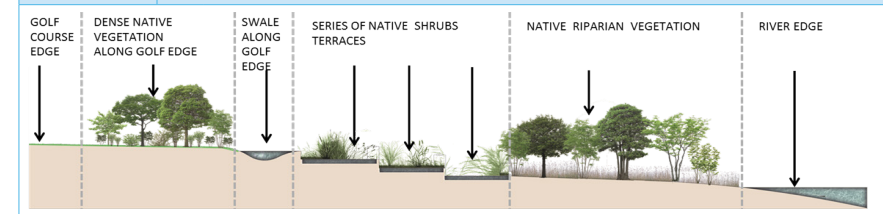
- Prosperity: Efficient fixtures bring down the operational costs of the building for the users by conserving resources like energy and water.



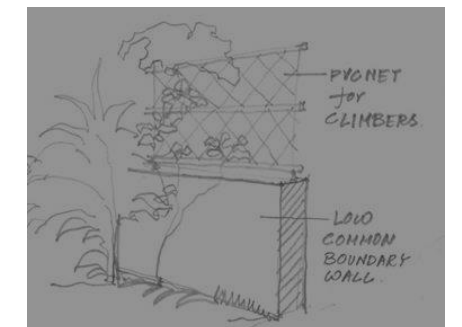
Case Study	North & Sunrise Parks- Godrej Garden City, Ahmedabad
Effective management of rain water drainage through recharging	
Purpose	To reduce the cost of hardscape for making storm water drains by converting them into planted swales and rain gardens and eventually channelling them into recharge pits to recharge the ground water.
Approach	The impermeable nature of the soil strata increased the chances of flooding in case of flash rains. To deal with this, mapping of the park areas was undertaken and the land was graded towards the swales. Two rain gardens were created at the corners of the park where the water was held in place. Auger recharge pits were dug and put within the swales and rain gardens to accelerate the process of percolation.
Result	The complete system was successfully integrated with the landscape it effectively prevented flooding during the last monsoon.



Case Study	Wetland System- Godrej Infinity, Pune
Creating a Wetland Micro Climate	
Purpose	To channel the rain water into holding ponds and create aquatic ecosystem with koi fish and water lilies. This creates a favourable condition for the flora and fauna in the microclimate near the river bank.
Approach	The initial idea of creating a water body based ecosystem arose from the concept of having the project close to banks of the river and adding some elements, including flora and fauna, that would create a habitat that is similar to that of the river. This was aided by the topography that allowed the creation of stepped terraces with water systems which store water and then overflow into the subsequent pond. In addition to this the grasses and vegetation that were chosen are such that they clean the water through root zone treatment and subsequently let it flow into the system which ultimately drains into the river.
Result	The whole system integrated well with the Landscape and it created good microclimatic conditions.



Case Study	Green Boundary Wall, Godrej Platinum, Kolkata
Creation of a green boundary wall	
Purpose	To create a green boundary wall while reducing the cost of hardscape.
Approach	The need to build a new boundary wall was eliminated by using the existing boundary wall and installing a system of M. S Frames with PVC net on top. This was used as support for creepers while palms and ground cover were planted below it to keep the boundary lush.
Result	The layering effect worked really well and added to the green cover in the landscape, effectively cooling the microclimate and providing privacy as well as an effective dust filter, in a cost effective manner.



Being 'Green': Environmental Responsibility

Our commitment to design and build our projects to the highest levels of sustainable development is a clear reflection of our environmental responsibility. We constantly strive to improve our construction processes to achieve optimal utilisation of material, energy, and water. Our Environmental Expenditure of over INR 170 Crore in the financial year 2015-16 is a testimony of our commitment towards the environment.

We focus on key areas of construction to ensure sustainable development. This includes the efficient management of materials during sourcing, procurement and consumption, energy and water efficiency within all our projects across the design, construction and occupancy phases as well as emission and waste generation and management.

We established our environmental performance baselines in the financial year, 2014-15, which was a major milestone for us. We are now regularly monitoring, mapping and analysing our complete environmental footprint from raw materials to finished products in our construction process.

Materials

We believe that efficient management of material consumption is the key to sustainable construction. Hence, we focus significantly on efficient material sourcing, procurement, and consumption. We are reporting material consumption under three broad categories – Raw Materials, Semi-manufactured Materials and Associated Materials.

We reuse materials at site and /or recycle appropriate materials through third party vendors. Following are some of the key examples of how recycled input material is used at our projects:

- Fly ash bricks/blocks used for masonry works
- Fly ash is used as cementitious material in concrete as a replacement of cement
- Silica fume is used as mineral admixture in concrete
- Slag (GGBFS) is used in concrete
- Waste construction debris is used for back-filling
- Waste concrete when still plastic, is used to mould paver blocks.
- Tyre Rubber is used in artificial reefs, mats, playground equipment, as grass turf, asphalt mix etc.

Material Consumption in Tonnes

Material	Quantity (in Tonnes)
Raw Materials	84,903
Semi-manufactured Materials	626,107
Associated Materials	453

Case Study	Interlocking Concrete Block Pavement -Godrej Summit, NCR
Interlocking Concrete bed pavement for Pathway	
Purpose	To avoid wastage of concrete and simultaneously cater to the demand of flooring for temporary office pathways and laboratory area.
Approach	The waste/ extra concrete is moulded into the Interlocking Concrete Block Pavement moulds when it is in plastic state. It is casted after a resting period of 3 days and curing period of 4 days. About 4000 blocks were made using approximately 20 tons of waste concrete Application – Used in the CIPL's office / laboratory area.
Result	This helps us in reducing wastage of concrete while simultaneously making concrete blocks that can be used to create pathways. Also these are easy to setup as well as dismantle, making them ideal for applications where temporary paths need to be created.

Energy

Energy efficiency is a core component of our approach to sustainable development. We are reporting energy consumption in two forms – direct and indirect. Direct energy is the energy from fuel directly consumed like diesel and LPG, at our project sites. Indirect energy is the energy consumed in the form of purchased electricity.

Energy consumption within the organization

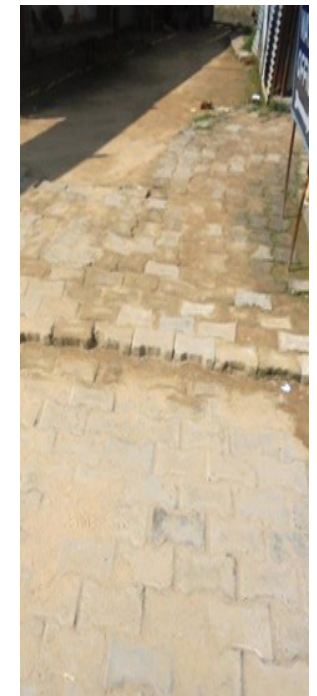
Source of Energy	Quantity (GJ)
Diesel	216,739
Grid Electricity	16,169
LPG	67.4
Total	232,975

Energy Intensity	
Total Energy Consumed	232,975 GJ
Measure of output	Saleable area in m2
Energy Intensity	0.036 GJ/m2

Energy conservation measures are universal in our projects across all the three stages – design, construction and occupancy. 90% of the energy consumed by a building during its life cycle is in the post-occupancy stage. This understanding helps us design and build efficient structures that have a smaller energy footprint and benefit the occupants as much as possible. At the design stage, every building type is modelled using energy modelling software such as Ecotect and eQuest. Energy modelling sets the orientation of the building towards the most optimised heat incident direction to reduce the heat radiation entering the building and hence the energy requirement for cooling or heating.

The placement and sizing of fenestrations such as windows, further reduces the energy requirements by limiting heat radiation and requirement of artificial lighting during the day and increasing natural ventilation.

It is impossible to completely reduce the energy requirement in a building but we optimise consumption through design interventions and reduce footprints from non-renewable sources like the grid. We include solar energy, in the form of solar water heating, solar



lighting for pedestrian areas or solar panels for common area lighting, in many of our projects in order to reduce the building's non-renewable footprint. We have also installed LED lights in the common areas along with timers for streetlights that ensure optimal lighting is maintained at all hours.

Case Study	On-site Solar Power -Godrej Prana, Pune
Harnessing Solar energy	
Purpose	To reduce our carbon footprint and ultimately come up with a cost effective and green solution to daily electricity needs.
Approach	We calculated the energy needs of the office set-ups and optimized the solar panel requirements for the lights and fans. For the same, we installed 2400 watts solar panels equipped with battery for the office premises. The setup was divided into 4 parts as following: <ul style="list-style-type: none"> • Project office setup • CRM office setup • Marketing office setup • Landscape lighting setup
Result	We reduced our dependency on grid electricity while simultaneously saving on cost as well as carbon emissions. 70% of the electricity need of project office is met by Solar energy.



Water and Effluents

We focus on improved water management practices at our project sites by reducing our water footprint at different stages of our project design, construction and occupancy. The principal water sources at our project sites are municipal supplies, water tankers and ground water.

Water withdrawal by source (in m³)

Source of Water	Quantity (in m³)
Municipal Supply	15,089
Water Tankers	281,624
Ground Water	100,888
Total	397,601

Percentage of Water Recycled and Reused

Source of Water	Quantity (in m³)
Total volume of water recycled and reused	30,287
Total volume of water recycled and reused as percentage of total water withdrawal	7.62%

Water Consumption Intensity	
Total Annual Water Consumption	397,601,m³
Measure of output	Saleable area in m²
Water Consumption Intensity	0.061 m³/m²

Our green rated projects are designed to lower the water consumption at site. Rainwater harvesting, storm water management and selection of water saving fixtures are factored in during the project design stage itself.

Water is possibly the most affected resource in a building. An efficient green building can reduce the occupational water load by 40%. All our buildings are designed and built to reduce their occupational water load to the greatest extent.

All our developments are fitted with water efficient plumbing fixtures that reduce the flow rate, saving huge quantities of this valuable resource.

Water requirement in our developments is further reduced by the presence of a sewage treatment plant (STP) that recycles used water in accordance with appropriate laws and is then reused for non- household activities such as landscaping, flushing in toilets and cooling towers in commercial buildings. At one of our sites we are using ready mix bonding agent in blockwork, which considerably reduces water required for mixing & curing along with reduction of manpower. Another site purchases STP treated water through tanker for construction purpose.

Another important feature to reduce water use is landscape design. All our developments are landscaped with a higher percentage of native plants that are acclimatised to the local environment and use the appropriate quantities of water for that micro-climate. We also limit the amount of water dependent plants and increase the amount of drought tolerant plants which require much less water. Along with these sustainable planting patterns, we include sustainable irrigation practices such as drip irrigation that reduce water use and maintain the humidity levels of the micro climate.

Our approach to efficient water management also includes monitoring the quality of water discharged. We have been conducting independent tests by external environmental agencies to ensure that the quality of treated waste water is as per the standards mandated by regulatory bodies. No water sources were significantly affected by withdrawal of water.

Emissions

Reducing emissions is an important aspect of our approach to sustainable development. We have initiated measures to monitor and manage emissions. We strictly comply with the statutory emissions norms laid down by the government agencies. We monitor the levels of Suspended Particulate Matter, Sulphur Oxides, Nitrogen Oxides, etc. at project sites that are above 2,00,000 sq. ft. of area. The average concentration of such pollutants is below the permissible limits.

Direct Greenhouse Gas (GHG) emissions (Scopes 1 and 2)

Source of Water	Emissions (in TCO ₂ eq.)
Diesel	16,060
Grid Electricity	3,669
LPG	4
Total	19,733

Greenhouse Gas (GHG) emissions intensity (Scopes 1 and 2)

GHG Emissions Intensity	
Total GHG emissions	19,733 T
Measure of output	Saleable area in m ²
GHG emissions intensity	0.003 TCO ₂ eq./m ²

Waste

We mostly generate non-hazardous waste during our construction activity, which is re-used to an extent for back-filling at the site. Hazardous waste generated at sites such as used batteries are sent back to the dealer under buy-back option. Used / Leftover oil is used for shuttering.

Total weight of waste disposed

Total Weight of Waste disposed (in T)	
Hazardous Waste	7.2 T
Non-hazardous Waste	9759 T
	63693 m ³

We manage waste in our developments in two phases - the construction phase and the occupational phase. As mentioned in the previous section, much of the waste that is generated on site is reused in backfilling and various other activities while some is sold to scrap dealers for recycling. In the occupational phase, we encourage segregation of waste by having colour coded waste bins for different waste materials as well as specific area in the developments that are designated for waste segregation before the waste leaves the development.

Being 'Good': Empowering our Communities

We aspire to be a forerunner in sustainability through leadership commitment, multiple stakeholder engagement, and disciplined value chain mechanisms. Our holistic approach towards sustainability not only manages our externalities but also integrates the prevalent social and environmental issues into business strategies to provide tangible solutions, which benefit the underserved communities and deliver competitive advantage to the business.

The local community and the society at large are important stakeholders for us. We address various social concerns through our CSR programmes. Our strategic CSR projects, undertaken as part of our overall sustainability framework, actively work towards the Godrej Group's Good & Green goals and have helped us carve out a reputation for being one of the most committed and responsible companies in the industry.

Our CSR policy applies to all activities that are undertaken as part of our Good & Green CSR program & hence is titled, "Good & Green CSR Policy for Godrej Properties Limited". We aim to further review, develop and update the policy, in reference to relevant codes of corporate governance, industrial trends and international standards and best practices.

Local Communities

We consider the local community an important stakeholder for us. Our strategic Corporate Social Responsibility (CSR) projects, undertaken as part of our overall sustainability framework, actively work towards the Godrej Group's Good & Green goals and have helped us carve out a reputation for being one of the most committed and responsible companies in the industry. We carry out community development activities in and around our sites as well as other locations. Key interventions include health, education, sanitation, and skill development for enhancing employability of the youth.

Our social programs are designed based on the outcome of needs assessment and inputs received from key internal and external stakeholders. After the implementation of the programme, impact assessment is carried out by the CSR team to measure the impact on the beneficiaries. Going forward, we also plan to work with credible academic partners to develop a comprehensive monitoring & impact assessment framework. This framework will be used to track our beneficiaries, evaluate our programming thus far and suggest possible changes for the future.

We are cognizant of the needs of the society and carry out various forms of formal and informal engagement mechanisms to address any grievance in a suitable and organized manner. No operations were identified as having significant actual or potential negative impacts on the local community.

Watershed Development Project

Water availability is one of the most influential parameters for social development in rural areas. As a result, unavailability of water stifles development by creating challenges in the agricultural and industrial sectors while exacerbating social issues like unemployment, poverty and farmer suicides.



Capacity Building Phase: Verification process to check the watershed structures



Capacity Building Phase: Watershed structures being created to arrest rain water runoff



Post CBP completion: Inauguration of Godrej- NABARD Watershed site

We are cognizant of the fact that today water scarcity affects a substantial portion of our population and thus we have decided to address this issue. We have initiated an integrated watershed development project, which extends across an area of 3300 ha of land, in the drought prone region of Beed, Maharashtra. The project will directly impact over 1500 farmers in the villages of Jamb, Bavi and Zapewadi. For this, we have partnered with the National Bank for Agriculture & Rural Development (NABARD) for a 4-year period to ensure Maharashtra's most drought prone agricultural belt becomes an efficiently irrigated and water sufficient region.

Watershed development is a large scale, agriculture based, water percolation project that involves restructuring of a valley to arrest or slow down rainfall and allow it to percolate into the soil. This helps to replenish the depleted ground water table and make water available for agricultural requirements of the region. Through this project we expect to restore close to 3 million kilolitres of water per annum which will ensure year- round cropping.

Increase in agricultural productivity will help generate local employment, reduce migration and increase per capita income. Off-farm activities such as, dairy and poultry farming will also improve. The process of watershed development itself ensures development of local communities through the formation of Village Watershed Committee. The committee has representation from all sections of the community with minimum 30% women participation. The committee members are also provided access to finance from formal financial sources which helps in the formation of credit-linked women Self Help Groups. The secondary impacts of this project such as, improvement in education, health and housing will enable holistic development of the region.

Ensuring Employability

At Godrej Properties, we are working towards providing capacity building for our employed and potential workforce. We aim to enhance their employability and therefore their standard of living, as well as strengthen our workforce, which is a vital foundation in the growth of our business.

Our current activities include offsite and onsite training for migrant labourers, and we plan to extend this to presently unemployed workers. Additionally, we aim to enhance labour welfare, execute a modular program in facilities training and establish industrial training institutes. We are developing a thorough framework to monitor and measure the impact and success of our social activities.

Nipun

The skill gap in the construction industry is driving up costs, elevating safety concerns and affecting the quality of real estate projects. On the other hand, unemployment continues to remain one of the biggest social hurdles to India's growth. We recognize and encourage the skill development initiatives championed by the government to increase employability and hence employment. In pursuance of its social responsibility, we developed Nipun, a program aimed at helping construction workers at our sites, improve their skills and hence employment prospects in the industry. In pursuance of Godrej Good & Green's employability target to train

1 million youth in livelihood enhancement skills by the year 2020, this year we've trained and certified more than five thousand beneficiaries in trades such as Bar-bending, Masonry & Plastering, Painting, Shuttering Carpentry and Tiling.

Nipun follows an on-the-job training model at project sites including Ahmedabad, Chennai, Bangalore, Gurgaon, Nagpur, Mangalore, Kolkata and Pune, with a hands-on and skill based approach to learning. We've also piloted a Facilities Management training module covering trades such as Electrical, Plumbing and Carpentry targeted at the semi-skilled labour and plan to roll this out at more sites this year



Satender Choudhary

Site: Ahmedabad
Course: Shuttering Carpentry
Experience: 6 Years
Age: 28 years

- Very appreciative of the course
- Had no expectations from the course as such
- Very well organized around his work schedule
- Believes the course bridged his technical knowledge gap
- Enjoyed both the theoretical and practice sessions
- Even though currently he is not a carpenter, he believes the course to have improved his technical know-how significantly
- He is also willing to take other courses in the future



Rajesh

NIPUN Centre: Bangalore
Course: Masonry
Experience: 6 years
Age: 28 years
Village: Begusarai, Bihar

- Rajesh was allowed to pick course based on relevance to work
- His expectation from the course was increased earnings
- Learnt new techniques that was earlier unknown to him
- Would have liked to diversify further within the course
- Would also like to learn other skills like plumbing to get job flexibility
- Rajesh believes that the course improved the quality of his work

Brighter Giving

Our community development goals are also fuelled by Brighter Giving (BG), a structured volunteering platform through which employees can offer their time and skills to help address a non-profit organisation’s needs. Through Brighter Giving, our employees can donate their time, knowledge and skills to help address a non-profit organisation’s specific needs, on a project basis. Brighter Giving also serves as a channel through which employees can connect with, and learn more about Good & Green.

The program takes a long-term view, seeking to enable and drive meaningful impact for BG non- profit partners and/or their beneficiaries. Volunteers accomplish this by using their corporate skills and expertise to build relevant, implementable and sustainable solutions for the organisations with whom they work. The program was launched in July 2013 with a starting cohort of 15 Brighter Giving volunteers. Since then we have also partnered with two organizations that are helping us connect our employees to relevant projects as per their own time and convenience. Currently a number of GPL employees are participating in BG.

Godrej Global Volunteering Day

Godrej Properties (as part of the GILAC group at large) launched its annual volunteering event, Godrej Global Volunteering Day, on December 5, 2015 (International volunteering day marked by UN). Godrej Global Volunteering Day (GGVD) is a platform for all of our team members to connect with our communities more meaningfully. It is a means to sensitise all our team members about social issues, understand their surrounding and various stakeholders and assist them to contribute their time for social good. During GGVD, a number of employees volunteered at government or institutions catering to children from low income backgrounds, took up awareness sessions and conducted activities around health, hygiene and sanitation for the children. From here on, GGVD will partner annually with the same schools and work on the priority themes suggested by school for sustainable impact.

GRI G4 Content Index

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-1	Statement from the most senior decision-maker of the organization.	Fully Reported	Message from the Managing Director (1)
G4-2	Description of key impacts, risks, and opportunities.	Fully Reported	Governance (10-12)
G4-3	Name of the organization.	Fully Reported	Cover Page
G4-4	Primary brands, products, and/or services.	Fully Reported	Introduction to Godrej Properties Limited (5,6)
G4-5	Location of organization's headquarters.	Fully Reported	Mumbai
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully Reported	Godrej Properties Limited has operations in India, and a representative office in Dubai (UAE) and Singapore
G4-7	Nature of ownership and legal form.	Fully Reported	Godrej Properties Limited is a public limited company registered under the Companies Act, 1956
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully Reported	Introduction to Godrej Properties Limited (5,6)
G4-9	Scale of the reporting organization.	Fully Reported	Investing in our Employees (25, 26); Introduction to Godrej Properties Limited (5, 6); Creating Sustained Economic Value (23, 24). For further details please refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-10	Total number of employees by category, gender and region	Fully Reported	Investing in our Employees (25,26)
G4-11	Percentage of total employees covered by collective bargaining agreements.	Fully Reported	There are no employees that are covered by collective bargaining agreements
G4-12	Description of organizations' s supply chain	Fully Reported	Introduction to Godrej Properties Limited (5,6)
G4-13	Significant changes during the reporting period regarding size, structure, or ownership.	Fully Reported	There were no significant changes in ownership during the reporting period. For further details please refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-14	Whether and how the precautionary approach or principle is addressed	Fully Reported	Governance (7), Creating Sustained Economic Value (23,24)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-15	Subscriptions to any externally developed economic, environmental and social charters, principles, or initiatives to which the organisation subscribes or endorses	Fully Reported	SHLC, IGBC, GRI, GRESB, WBCSD-WASH Pledge, Global Alliance for Energy Production
G4-16	Memberships of associations and national or international advocacy organisations	Fully Reported	Governance (12)
G4-17	Entities included in the organisations consolidated financial statements or equivalent documents, as well as entities not covered in the report	Fully Reported	Refer our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-18	Process for defining the report content and the aspect boundaries	Fully Reported	About the Report (3,4), GPL's Approach to Stakeholder Engagement and Materiality Assessment (17-19)
G4-19	Material aspects identified in the process for defining report content	Fully Reported	GPL's Approach to Stakeholder Engagement and Materiality Assessment (17-19)
G4-20	Aspect boundaries for each material aspect within the organisation	Fully Reported	About the Report (3,4)
G4-21	Aspect boundaries for each material aspect outside the organisation	Fully Reported	About the Report (3,4)
G4-22	Explanation of any restatements of information provided in previous reports, and the reasons for such restatements	Fully Reported	There are no restatements of information as this is our first publicly available sustainability report
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	Fully Reported	This is our first publicly available sustainability report
G4-24	List of stakeholder groups engaged by the organisation	Fully Reported	GPL's Approach to Stakeholder Engagement and Materiality Assessment (17-19)
G4-25	Basis for identification and selection of Stakeholders	Fully Reported	GPL's Approach to Stakeholder Engagement and Materiality Assessment (17-19)
G4-26	Organisation's approach to stakeholder Engagement	Fully Reported	GPL's Approach to Stakeholder Engagement and Materiality Assessment (17-19)
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Fully	There are no employees that are covered by collective bargaining agreements.
G4-28	Reporting period (e.g. fiscal or calendar year)	Fully Reported	About the Report (3,4)
G4-29	Date of most recent report	Fully Reported	About the Report (3,4)
G4-30	Reporting cycle (annual, biennial etc.)	Fully Reported	About the Report (3,4)
G4-31	Contact point for questions regarding the report or its contents	Fully Reported	About the Report (3,4)
G4-32	In accordance' option the organization has chosen	Fully Reported	About the Report (3,4)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-33	Organisation's policy and current practice with regards to seeking external assurance for the report	Fully Reported	This report is not assured externally.
G4-34	Governance structure of the organisation, including committees of the highest governance body. Committees responsible for decision making on economic, environmental and social impacts	Fully Reported	Governance (7-9)
G4-35	Organizational Structure	Fully Reported	Governance (7-9) Governance (6-9)
G4-36	Executive-level position or positions with responsibility for sustainability	Fully Reported	The Sustainability Head has the overall responsibility for the Company's sustainability performance
G4-37	Consultation between stakeholders and the highest governance body	Fully Reported	Details of the Stakeholders Relationship Committee of the Board are provided in our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-38	Composition of the highest governance body and its committees	Fully Reported	Governance (7-9)
G4-39	Whether the Chair of the highest governance body is also an executive officer	Fully Reported	No. The Chairman of the Board is the is not an Executive Officer
G4-40	Nomination and selection processes for the highest governance body and its committees	Fully Reported	Governance (7-9). For further details refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-41	Process for managing conflict of interest and its reporting to stakeholders	Fully Reported	Governance (7-9). For further details refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-42	Highest governance body's and senior executives' roles in governance	Fully Reported	Governance (7-9). For further details refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Fully Reported	Please refer to page 78 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-44	Evaluation of the highest governance body's performance with respect to governance and subsequent actions	Fully Reported	Details of the Annual Evaluation of the Performance of the Board are provided in our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Fully Reported	Governance (7-9). For further details please refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	Fully Reported	The Sustainability Head is responsible for reviewing and approving the sustainability report and ensuring that all material aspects are covered
G4-49	Process for communicating critical concerns to the highest governance body	Fully Reported	Governance (7-9). For further details refer to our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body	Fully Reported	Please refer to page 85 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-51	Remuneration policies for the highest governance body and senior executives	Fully Reported	Please refer to page 82 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-52	Process for determining remuneration	Fully Reported	Please refer to page 82 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf
G4-53	Stakeholders' views regarding remuneration	Fully Reported	Please refer to page 82 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/invester_pdf/GPL_Annual-Report-2015-16.pdf

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	Fully Reported	Please refer to page 68 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/investor_pdf/GPL_Annual-Report-2015-16.pdf
G4-56	Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Fully Reported	Responsible Corporate Citizenship (20)
CATEGORY : ECONOMIC			
Material Aspect: Economic Performance			
G4-DMA	Disclosures on Management Approach	Fully Reported	Creating Sustained Economic Value (23,24)
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully Reported	Creating Sustained Economic Value (23,24)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change and other sustainability issues.	Fully Reported	Creating Sustained Economic Value (23,24)
EC3	Coverage of the organization's defined benefit plan obligations.	Fully Reported	Investing in our Employees (26,27)
EC4	Significant financial assistance received from government.	Fully Reported	Creating Sustained Economic Value (23,24)
Material Aspect: Market Presence			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully Reported	Investing in our Employees (31)
EC6	Proportion of senior management hired from the local community as significant locations of operations	Fully Reported	Investing in our Employees (33)
Material Aspect: Indirect Economic Impacts			
G4-DMA	Disclosures on Management Approach	Fully Reported	Creating Sustained Economic Value (27,28)
EC7	Development and impact of infrastructure investments and services supported	Partially Reported	Creating Sustained Economic Value (26).
EC8	Significant indirect economic impacts, including the extent of impacts	Fully Reported	Creating Sustained Economic Value (26)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
CATEGORY: ENVIRONMENT			
Material Aspect: Materials			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN1	Materials used by weight, value or volume.	Fully Reported	Being 'Green' Environmental Responsibility (45)
Material Aspect: Energy			
G4-DMA	Disclosures on Management Approach.	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN3	Energy consumption within the organization	Fully Reported	Being 'Green' Environmental Responsibility (46)
EN5	Energy intensity	Fully Reported	Being 'Green' Environmental Responsibility (46)
EN6	Reduction of energy consumption	Partially Reported	We continually make efforts to reduce our energy consumption through various initiatives, some of which are described on page 55, 56 of this report and page 50 of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/investor_pdf/GPL_Annual-Report-2015-16.pdf . However, we currently do not track the exact quantity of our energy reductions.
Material Aspect: Water			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN8	Total water withdrawal by source.	Fully Reported	Being 'Green' Environmental Responsibility (48)
EN9	Water sources significantly affected by withdrawal of water.	Fully Reported	Being 'Green' Environmental Responsibility (49)
EN10	Percentage and total volume of water recycled and reused.	Fully Reported	Being 'Green' Environmental Responsibility (48)
Material Aspect: Emissions			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN15	Direct greenhouse gas (GHG) emissions- Scope 1.	Fully Reported	Being 'Green' Environmental Responsibility (49)
EN16	Indirect greenhouse gas (GHG) emissions- Scope 2.	Fully Reported	Being 'Green' Environmental Responsibility (49)
EN18	Greenhouse gas (GHG) emissions intensity.	Fully Reported	Being 'Green' Environmental Responsibility (49)
EN20	Emissions of ozone-depleting substances (ODS)	Fully Reported	No ODS emissions have been reported at any site, within our reporting boundary, during the reporting period.
Material Aspect: Effluents and Waste			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN23	Total weight of waste by type and disposal method.	Fully Reported	Being 'Green' Environmental Responsibility (49)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Fully Reported	We do not transport waste to international destinations
Material Aspect: Products and Services			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN 27	Extent of impact mitigation of environmental impacts of products and services	Partially Reported	Sustainability at GPL (39). As part of our commitment to creating Good and Green Products, we continually seek to assess and mitigate our environmental impacts in the areas of energy, water and waste. While we have currently not conducted life cycle analysis of our projects, going forward, we aim to carry out such assessments to better understand the extent of environmental impacts of our projects and develop mitigation measures thereof.
Material Aspect: Compliance			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully Reported	Responsible Corporate Citizenship (20)
Material Aspect: Overall			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Green' Environmental Responsibility (45)
EN31	Total environmental protection expenditures and investments by type.	Fully Reported	INR 1,71,56,39,316
CATEGORY : LABOR PRACTICES			
Material Aspect: Employment			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
LA1	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully Reported	Investing in our Employees (25,26)
LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully Reported	Investing in our Employees (26,27)
LA3	Return to work and retention rates after parental leave, by gender.	Fully Reported	Investing in our Employees (27,28)
Material Aspect: Occupational Health and Safety			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.	Fully Reported	Investing in our Employees (34)
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Partially Reported	Investing in our Employees (38) We currently do not monitor and report occupational diseases rate and absentee rate. Further, we are currently not monitoring the break-up of safety performance parameters for employees and contract workers
Material Aspect: Training and Education			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
LA9	Average hours of training per year employee by gender, and by employee category	Fully Reported	Investing in our Employees (33).
LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully Reported	Investing in our Employees (30-34)
LA11	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully Reported	Investing in our Employees (34)
Material Aspect: Diversity and Equal Opportunity			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully Reported	Governance (7, 8). Investing in our Employees (25, 26) For further details please refer to of our Annual Report 2015-16, available on the following link: https://www.godrejproperties.com/backoffice/data_content/investor_pdf/GPL_Annual-Report-2015-16.pdf .
Material Aspect: Equal Remuneration for Women and Men			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully Reported	Investing in our Employees (27)
Material Aspect: Supplier Assessment for Labour Practices			
G4-DMA	Disclosures on Management Approach	Partially Reported	GRI G4 Content Index
LA 14	Percentage of new suppliers that were screened using labour practices criteria	Fully Reported	All our new suppliers are screened on labour practices criteria with respect to the applicable laws of the land.
Material Aspect: Labour Practices Grievance Mechanisms			

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
LA 16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Fully Reported	Investing in our Employees (28)
CATEGORY: HUMAN RIGHTS			
Material Aspect: Human Rights Investment			
G4-DMA	Disclosures on Management Approach	Partially Reported	GRI G4 Content Index
HR1	Total number and percentage of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Partially Reported	All our investment agreements and contracts include clauses on human rights as required by the applicable laws of the land. However, we currently do not undertake screening of such agreements and contracts based on human right criteria.
HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Partially Reported	All our employees undergo induction training on the Company's Code of Conduct and Values which include human rights policies and procedures. However, we currently do not track the total number of hours of human rights specific trainings.
Material Aspect: Non-discrimination			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
HR3	Total number of incidents of discrimination and corrective actions taken.	Fully Reported	Investing in our Employees (26)
Material Aspect: Child labour			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
HR5	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour.	Fully Reported	Investing in our Employees (34)
Material Aspect: Forced or compulsory labour			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
HR6	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour.	Fully Reported	Investing in our Employees (28)
Material Aspect: Security Practices			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations	Fully Reported	All our security personnel undergo various trainings, which include sensitizing them on human rights aspects such as zero tolerance for child labour and forced labour.
Material Aspect: Supplier Human Rights Assessment			
G4-DMA	Disclosures on Management Approach	Partially Reported	GRI G4 Content Index
HR 10	Percentage of new suppliers that were screened using human rights criteria	Fully Reported	All our new suppliers are screened on human rights criteria with respect to the applicable laws of the land.
Material Aspect: Human Rights Grievance Mechanisms			
G4-DMA	Disclosures on Management Approach	Fully Reported	Investing in our Employees (25)
HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Fully Reported	Investing in our Employees (28)
CATEGORY: SOCIETY			
Material Aspect: Local Communities			
G4-DMA	Disclosures on Management Approach	Fully Reported	Being 'Good': Empowering our Communities (51)
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully Reported	Being 'Good': Empowering our Communities (51-55)
SO2	Operations with significant potential or actual negative and positive impacts on local communities.	Fully Reported	Being 'Good': Empowering our Communities (51)
Material Aspect: Anti-Corruption			
G4-DMA	Disclosures on Management Approach	Fully Reported	Responsible Corporate Citizenship (20)
SO3	Total number and percentage of operations assessed for risks related to corruption and significant risk identified.	Fully Reported	Responsible Corporate Citizenship (20)
SO4	Communication and training on anti-corruption policies and procedures.	Fully Reported	Responsible Corporate Citizenship (20)
SO5	Confirmed incidents of corruption and actions taken.	Fully Reported	Responsible Corporate Citizenship (20)
Material Aspect: Anti-competitive Behaviour			
G4-DMA	Disclosures on Management Approach	Fully Reported	Responsible Corporate Citizenship (20)
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	Fully Reported	Responsible Corporate Citizenship (22)
Material Aspect: Compliance			
G4-DMA	Disclosures on Management Approach	Fully Reported	Responsible Corporate Citizenship (20)

Profile Disclosure / Key Performance Indicator	Description	Reported	Cross Reference / Direct Answer
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully Reported	Responsible Corporate Citizenship (20)
CATEGORY: PRODUCT RESPONSIBILITY			
Material Aspect: Product and Service Labelling			
G4-DMA	Disclosures on Management Approach	Fully Reported	Our 'Good' & 'Green Products': Product Responsibility (40)
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	Fully Reported fine	Given the nature of our business, we are not subject to product and service labelling requirements. However, as an environmentally responsible company we actively disseminate information pertaining to green features and LEED certifications of our projects to all customers and prospective buyers.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and Services during their life cycle, by type of outcomes.	Fully Reported	Responsible Corporate Citizenship(20)
PR5	Results of surveys measuring customer satisfaction	Fully Reported	Responsible Corporate Citizenship(21)
Material Aspect: Marketing Communications			
G4-DMA	Disclosures on Management Approach	Fully Reported	Responsible Corporate Citizenship(21,22)
PR6	Sale of banned or disputed products	Fully Reported	Responsible Corporate Citizenship(22)
PR7	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Fully Reported	Responsible Corporate Citizenship(22)
Material Aspect: Customer Privacy			
G4-DMA	Disclosures on Management Approach	Fully Reported	Responsible Corporate Citizenship(21,22)
PR8	Total number of substantial complaints regarding breaches of customer privacy and losses of customer data	Fully Reported	Responsible Corporate Citizenship(21,22)

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