

AJMERA REALTY & INFRA INDIA LTD.

Regd. Office: Citi Mall, Link Road, Andheri (W), Mumbai - 400 053.
Tel.: +91-22-6698 4000 • Email: investors@ajmera.com • Website: www.ajmera.com
CIN No.: L27104 MH 1985 PLC035659



Ref: SEC/ARIIL/BSE-NSE/2025-26

Date: August 12, 2025

To, The Manager, BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 Script Code: 513349	To, The Manager - Listing, National Stock Exchange of India Limited 5 th Floor, Exchange Plaza, Bandra Kurla Complex, Bandra (East) Mumbai - 400051 Script Code: AJMERA
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Sub: Business Responsibility and Sustainability Reporting.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-25, which also forms part of the Integrated Annual Report 2024-25.

This is for your information and records.

Thanking You,

For AJMERA REALTY & INFRA INDIA LIMITED

Reema Solanki
Company Secretary & Compliance Officer

Encl. As above

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27104MH1985PLC035659	
2	Name of the Listed Entity	AJMERA REALTY & INFRA INDIA LIMITED	
3	Year of Incorporation	1985	
4	Registered office address	Citi Mall, 2 nd Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053	
5	Corporate address	Citi Mall, 2 nd Floor, New Link Road Andheri (W) Mumbai Maharashtra - 400053	
6	E-mail	investors@ajmera.com	
7	Telephone	+91 22 66984000	
8	Website	https://ajmera.com/	
9	Financial year for which reporting is being done	Start date	End date
	Current Financial Year	April 2024	March 2025
	Previous Financial Year	April 2023	March 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited	
11	Paid-up Capital (In ₹)	₹3935.91 Lakhs	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name	Mr. Sunil Shah	
	Contact	+91 22 66984000	
	E mail	investors@ajmera.com	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis	
14	Whether the company has undertaken assessment or assurance of the BRSR Core?	The Company has not undertaken an independent assessment or assurance of the BRSR Core for the reporting period.	
15	Name of assessment or assurance provider	N/A	
16	Type of assessment or assurance obtained	N/A	

II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Real Estate Development	Real Estate Development	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
	Construction and Real Estate Development	4100	98

III. Operations

19. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	0	2	2
International	0	2	2

20. Markets served by the entity

A	Number of locations	
Locations	Number	
National (No. of States)	2	
International (No. of Countries)	2	
B	What is the contribution of exports as a percentage of the total turnover of the entity?	N/A. The Company is engaged in domestic real estate development and does not have any export-related operations.
C	A brief on types of customers	The Company caters to a diverse customer base that includes individual homebuyers, families, corporate clients, institutional investors, and government agencies. These customers engage with the Company across its residential and commercial real estate offerings, including apartments, office spaces, and land development projects.

IV. Employees

21. Details as at the end of Financial Year

A. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES**								
1	Permanent (D)	308	244	79.22	64	20.78	0	0
2	Other than permanent (E)	39	29	74.36	10	25.64	0	0
3	Total employees (D+E)	347	273	78.67	74	21.33	0	0
WORKERS*								
4	Permanent (F)	N/A						
5	Other than permanent (G)	N/A						
6	Total workers (F + G)	N/A						

*Note 1: Labourers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

**Note 2: Employee data considered in this report is on a consolidated basis.

B. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES**								
1	Permanent (D)							N/A
2	Other than Permanent (E)							
3	Total differently abled employees (D+E)							
DIFFERENTLY ABLED WORKERS*								
4	Permanent (F)							N/A
5	Other than Permanent (G)							
6	Total differently abled workers (F+G)							

* The Company had no differently abled employees for the current financial year.

**Note: Labourers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

22. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	2	50.00%

23. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY25			
	Male	Female	Other	Total
Permanent Employees	14.75%	28.13%	-	17.53%
Permanent Workers*	0	0	-	0

	Turnover rate in previous FY24			
	Male	Female	Other	Total
Permanent Employees	21.60%	18.18%	0	20.98%
Permanent Workers*	0	0	0	0

	Turnover rate in year prior to the previous FY23			
	Male	Female	Other	Total
Permanent Employees	21.88%	23.07%	0	22.11%
Permanent Workers*	0	0	0	0

*Note 1: Labourers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

24. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Jolly Brothers Private Limited	Subsidiary	100	No
2.	Ajmera Estates (Karnataka) Private Limited	Subsidiary	100	Yes
3.	Ajmera Realty Ventures Private Limited	Subsidiary	100	Yes
4.	Ajmera Realcon Private Limited	Subsidiary	100	No
5.	Ajmera Clean Green Private Limited	Subsidiary	100	No
6.	Shree Yogi Realcon Private Limited	Subsidiary	100	No
7.	Radha Raman Dev Ventures Private Limited	Subsidiary	100	No
8.	Ajmera Corporation UK Limited	Subsidiary	100	No
9.	New Horizon Acres Private Limited	Subsidiary	100	No
10.	Anirdesh Developers Private Limited	Subsidiary	84.90	No
11.	Sana Buildpro LLP	Subsidiary	74.90	No
12.	Sana Building Products LLP	Subsidiary	74.90	No
13.	Laudable Infrastructure LLP	Subsidiary	70.00	No
14.	Ajmera Infra Development LLP	Subsidiary	70.00	No
15.	Ajmera Mayfair Global WLL	Subsidiary	60.00	No
16.	Ajmera Luxe Realty Private Limited	Joint Venture	50.00	No
17.	V.M. Procon Private Limited	Joint Venture	50.00	No
18.	Ultra Tech Property Developers Private Limited	Associate Companies	36.00	No

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013 (Yes/No): YES
(ii) Turnover (in ₹): 48900.47 Lakh
(iii) Net worth (in ₹): 76638.53 Lakh

VII. Transparency and Disclosure Compliances

26. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY 25		Remarks
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	ARIIL's policies governing its engagement with all stakeholders, including its grievance redressal mechanism, are publicly available on the Company's website. Access them at: https://ajmera.com/policies/	0	0	-
Investors (other than shareholders)	Yes		0	0	-
Shareholders	Yes		2	0	Resolved
Employees and workers	Yes		0	0	-
Customers	Yes		0	0	-
Value Chain Partners	No		0	0	-
Others	No		0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY 24		Remarks
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	Yes	ARIIL's policies governing its engagement with all stakeholders, including its grievance redressal mechanism, are publicly available on the Company's website. Access them at: https://ajmera.com/policies/	0	0	-
Investors (other than shareholders)	Yes		0	0	-
Shareholders	Yes		3	0	Resolved
Employees and workers	Yes		0	0	-
Customers	Yes		0	0	-
Value Chain Partners	No		0	0	-
Others	No		0	0	-

27. Overview of the entity's material responsible business conduct issues

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Economic Performance	Opportunity (O)	ARIIL's business objectives and guiding principles are aligned with key global standards and frameworks such as GRI, SASB, NVGs, and ESG Metrics. This analysis has enabled the Company to effectively assess and identify potential risks and opportunities.		Positive
2.	Customer Centricity	Opportunity (O)	Customer satisfaction remains a core priority for the Company, forming the foundation of long-term relationships and a strong market reputation. A positive customer experience fosters loyalty, encourages repeat business, and drives word-of-mouth referrals—contributing significantly to sustained growth. We proactively engage with customers to gather feedback, enabling continuous improvement and enhanced business performance.		Positive
3.	Ethics & Governance	Opportunity (O)	Adherence to requisite policies underpins ARIIL's commitment to ethical corporate governance, promoting transparency, integrity, and compliance with regulatory standards.	Policies such as the Whistle Blower Policy and the Anti-Bribery & Anti-Corruption Policy outline commitment to ethical conduct, sound governance, and the protection of human rights.	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Regulatory Compliance	Risk (R)	Regulatory compliance plays a vital role in ensuring that businesses operate within legal frameworks, thereby mitigating environmental impact and advancing sustainability goals. Upholding these standards not only safeguards the environment but also enhances stakeholder trust, strengthens corporate reputation, and supports long-term business success.	<ol style="list-style-type: none"> 1. Operations are conducted in compliance with applicable regulations, including those related to air, water, hazardous waste, e-waste, and battery waste management. 2. Regular monitoring and reporting of stack emissions are undertaken. 3. Periodic submissions and disclosures are made to the relevant Pollution Control Boards. 4. Routine audits are carried out to ensure compliance with socio-economic regulations, including those governing the welfare and benefits of employees and contract workers. 	Negative
5.	Energy & Emissions	Opportunity (O)	Enhancing energy efficiency leads to lower power consumption, thereby contributing to a reduction in greenhouse gas (GHG) emissions.		Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Materials	Opportunity (O)	Eco-friendly or green materials offer a reduced environmental footprint compared to conventional construction materials and are typically biodegradable or recyclable.		Positive
7.	Water Stewardship	Opportunity (O)	The increasing frequency of global disasters, driven by climate change and extreme weather events, has led to contrasting challenges such as flooding in some regions and water scarcity or droughts in others. Implementing efficient water management systems helps mitigate these impacts by reducing the overall water footprint and lowering the demand for freshwater resources.		Positive
8.	Waste Management	Opportunity (O)	Sustainable waste management encompasses waste reduction, recycling, and responsible disposal practices. Implementing efficient waste management systems minimizes the risk of soil and groundwater contamination. Furthermore, source-level segregation and treatment of waste significantly reduce the volume directed to landfills.		Positive
9.	Sustainable and resilient supply chain	Opportunity (O)	Developing a sustainable and resilient supply chain requires the integration of environmental, social, and economic factors across all stages, with the objective of mitigating risks and ensuring long-term sustainability.		Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Biodiversity	Risk (R)	Biodiversity poses a critical risk, as its degradation or loss can lead to substantial environmental and economic consequences. Businesses dependent on natural resources are especially at risk.	ARIL aims to enhance its current approach by incorporating greener technologies, sustainable construction practices, and biophilic design.	Negative
11.	Community Development	Opportunity (O)	Recognizing that each community has unique needs and priorities, businesses must adopt flexible and customized approaches to ensure effective community development.		Positive
12.	Occupational Health and safety	Opportunity (O)	Occupational health and safety is linked to multiple risks—including employee, supply chain, legal, financial, and reputational risks. Prioritizing workplace safety is essential to mitigate these risks and uphold responsible business practices.		Positive
13.	Diversity and Inclusion Risk	Risk (R)	A diverse team brings varied experiences and skill sets, fostering better problem-solving and driving business innovation.	<ol style="list-style-type: none"> 1. Organizing awareness and training sessions to promote understanding of diversity and inclusion within the workforce. 2. Establishing clear goals to advance Diversity, Equity, and Inclusion (DEI) across the organization. 	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14.	Training & Development	Opportunity (O)	Training and development initiatives enhance workforce knowledge, leading to higher employee retention, improved contingency preparedness, greater talent attraction, and increased efficiency and productivity.		Positive
15.	Human Rights	Risk (R)	Businesses must identify, assess, and address both actual and potential human rights impacts arising from their operations, including those linked to subsidiaries, suppliers, and business partners. Robust policies and processes should be in place to ensure the consistent respect for human rights across all business activities.	<ol style="list-style-type: none"> 1. Conducting training sessions on key topics such as human rights, employee health and safety, Prevention of Sexual Harassment (POSH), and the Code of Conduct. 2. Engaging regularly with relevant stakeholders to address their concerns, ensure the effective operation of grievance redressal mechanisms, and facilitate prompt resolution of issues. 	Negative

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Nil	ISO 26000	OHSAS	ISO 26000	SA-8000	1. LEED Certification- Leadership in Energy and Environmental Design 2. EDGE Certification- Excellence in Design for Greater Efficiencies 3. IGBC Certification- Indian Green Building Council	Nil	Nil	ISO 9001

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>1. Conducting anti-corruption training sessions.</p> <p>2. Adoption and implementation of the Whistle Blower Policy and Anti-Bribery & Anti-Corruption Policy, reinforcing the Company's commitment to ethical conduct and governance.</p>	<p>1. The target is to have at least 25% of our inputs sourced from suppliers who are covered by ARIL's sustainable and sourcing policy and supplier code of conduct.</p> <p>2. By FY2026, at least 5% of materials used in construction projects to be green or eco-certified, supporting responsible material sourcing.</p>	<p>1. Track diversity-related KRAs of hiring managers.</p> <p>Conduct diversity and ESG related trainings</p> <p>2. Regular Occupational Health & Safety (OHS) training programs and awareness sessions.</p> <p>3. Plan to obtain OHSAS certification for projects and ensure continuous monitoring of health and safety practices.</p> <p>4. Initiatives to enhance employee capabilities through upskilling in emerging technologies and training in behavioural and safety practices.</p>	<p>1. The aim is to include all stakeholders, engage with them regularly and address their concerns at the earliest.</p> <p>2. The sustainable and resilient supply chain strategy includes strengthening supplier collaborations and fostering ethical sourcing, which reflects engagement with key value chain stakeholders.</p>	<p>1. Third-party assessments for involuntary labour, wages, sexual harassment, etc.</p> <p>2. The Whistle Blower and Anti-Bribery policies also support the protection of human rights within business operations.</p>	<p>1. Renewable Energy: Target to enhance the share of renewable energy in the overall energy mix by FY2026.</p> <p>2. Water: Achieve water savings between 30-50 per cent through installation of low flow fixtures & STPs.</p> <p>Target to achieve 5% reduction in water consumption across the portfolio by FY2026.</p> <p>3. Waste: Plan to incorporate organic waste converters and sewage treatment plants (STPs) in upcoming projects.</p> <p>4. Reduced energy consumption & GHG emissions by 15-20 per cent</p>	<p>1. Conducting awareness programs for value chain partners</p>	<p>1. Implementing Procurement Policy & Supplier Code of Conduct</p> <p>2. Procure maximum input material directly sourced from MSMEs/ small producers</p> <p>3. Through CSR initiatives, the Company is supporting marginalised communities by enhancing access to healthcare, education, and nutrition.</p>	<p>1. Conduct customer satisfaction surveys.</p> <p>2. Address & resolve their grievances/ issues</p>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Trainings on the following topics were conducted with 100% employee participation:</p> <ol style="list-style-type: none"> Code of Conduct Anti-Bribery and Anti-Corruption 	<p>The policies are currently being implemented, and training sessions have been conducted to disseminate them among employees. These policies will also be communicated to suppliers.</p>	<p>ESG-related training sessions were conducted. The Company has a Board Diversity Policy in place, and its Board is strategically structured to ensure a high level of diversity in terms of age, education/qualifications, professional experience, and sectoral representation.</p>	<p>Stakeholders Relationship Committee</p>	<p>Policies on Prevention of Sexual Harassment at the Workplace and Whistle Blower mechanisms are in place. An assessment has been conducted, confirming that no complaints have been registered related to child labour, forced labour, or involuntary labour. Additionally, no incidents of sexual harassment or workplace discrimination were reported during FY 2023-24 and FY 2024-25.</p>	<p>Upcoming projects are in the process of applying for IGBC certification to align with the stated objectives.</p>	<p>Not conducted yet</p>	<p>ARIL is in the process of implementing its Supply Chain Policy, Procurement Policy, and Environmental Policy in the upcoming financial year. A dedicated Procurement Policy, with a specific focus on sourcing from marginalized and vulnerable groups, is currently being developed and will be rolled out in the next financial year.</p>	<p>ARIL has adopted a Grievance Redressal Policy to effectively receive and respond to complaints and feedback from consumers, customers, and other stakeholders. Regular meetings and reviews are held to address and resolve issues and concerns raised by customers and stakeholders.</p>

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Mr. Rajnikant S. Ajmera (DIN: 00010833), Director of Ajmera Realty & Infra India Ltd., shares:

As a Director of Ajmera Realty & Infra India Ltd., I am pleased to share our continued progress in advancing sustainability and responsible business practices. We are fully aware of the pressing ESG-related challenges confronting both our industry and society, and we remain committed to addressing them through our operations and projects.

Our key objectives include reducing our carbon footprint, fostering social inclusion and diversity, and upholding ethical governance and transparency. We have made notable advancements toward these goals, such as embracing green building standards, implementing employee diversity and inclusion policies, and strengthening our reporting and accountability mechanisms.

While we are proud of these milestones, we recognize that our journey is ongoing. We remain dedicated to learning, innovating, and collaborating to help create a more sustainable and resilient future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
The Board of Directors is responsible for overseeing and ensuring the effective implementation of ARIL's Business Responsibility policies.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If yes, provide details.

The Corporate Social and Business Responsibility Committee is composed of the following members:

1. Mr. Rajnikant S. Ajmera – Executive Director
2. Mr. Manoj I. Ajmera – Executive Director
3. Mr. Ambalal C. Patel – Non-Executive Independent Director

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	Yes, the Board of Directors carries out an annual review of the Company's performance with respect to its policies and oversees the implementation of necessary follow-up actions.								
Description of other committee for performance against above policies and follow up action.	N/A								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.	The Company maintains strict compliance with all statutory requirements. In the event of any material non-compliances, the Audit Committee and the Risk Management Committee are notified.								
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification.	N/A								

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Annually									
Description of other committee for performance against above policies and follow up action	N/A									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company maintains strict compliance with all statutory requirements. In the event of any material non-compliances, the Audit Committee and the Risk Management Committee are notified.									
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification.	N/A									

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

If Yes, Provide name of the agency:

Adv. Dr Gouri Shyam Joshi, Bonjaee Telic Pvt Ltd, Pune

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors / Key Managerial Personnel	4	<ol style="list-style-type: none"> Prevention of Sexual Harassment Conflict Management POSH for ICC & HR RERA Training Sales Transformation Journey 	100%
Employees other than BoD and KMPs	24	<ol style="list-style-type: none"> Advance Excel Excel Dashboard Sales Transformation Prevention of Sexual Harassment PMS (Performance Management System) Digital Dexterity Conflict Management ISO Awareness and Orinetation Farvision- Employee Self Service & FV Mobile refresher session Advance Power point Designing Call Centre Initiative RERA Training IND –AS Training (4 Sessions) 	100%
Workers	26	<ol style="list-style-type: none"> Safety and Hazard Prevention Training Construction Techniques Technical Quality and Construction 	100%

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

Monetary	
Penalty/ Fine	N/A
Settlement	
Compounding fee	
Non- Monetary	
Imprisonment	N/A
Punishment	

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

N/A

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

Yes. The Company maintains a policy of zero tolerance towards any form of corruption, bribery, or the giving or receiving of bribes. This stance is clearly outlined in its Code of Conduct. The objective of this policy is to guide all directors, executives, employees, and associated individuals in ensuring compliance with applicable anti-bribery laws, rules, and regulations. It applies to all individuals across all levels and grades, including Board members, senior management, employees, consultants, interns, contractors, agency staff, agents, and anyone acting on behalf of the Company.

To avoid conflicts of interest, the Code of Conduct specifies that employees, business partners, and suppliers must not offer or accept gifts or bribes from stakeholders. Employees are also prohibited from engaging in other vocations during their employment or accepting directorships in external companies.

Additionally, the Company's Sustainable Procurement Policy mandates that suppliers must refrain from offering or accepting illegal payments, gifts, bribes, donations, or any other improper advantages in business dealings with ARIIL. Suppliers are expected to comply with all applicable anti-bribery and anti-corruption laws in their operating regions and must actively work to prevent and eliminate all forms of corruption and bribery.

Code of Conduct: <https://ajmera.com/wp-content/uploads/2022/10/code-of-conduct.pdf>

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

	FY 2025	FY 2024
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

N/A. There have been no instances of fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions against the Company in relation to corruption or conflicts of interest.

8. Number of days of accounts payables

	FY 2025	FY 2024
Number of days of accounts payables	59.49	52.04

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	N/A	N/A
	b) Number of trading houses where purchases are made		
	c) Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales	a) Sales to dealer / distributors as % of total sales	N/A	N/A
	b) i) Total Sales to dealer / distributors		
	ii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Share of RPTs in	a) Purchases (Purchases with related parties as % of Total Purchases)	0.10%	0.09%
	b) Sales (Sales to related parties as % of Total Sales)	N/A	N/A
	c) Loans & advances given to related parties as % of Total loans & advances	40.62%	36.57%
	d) Investments in related parties as % of Total Investments made	42.32%	47.53%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year.

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered
3	<ul style="list-style-type: none"> • Finance Modules and Invoicing • Portal and Registrations • Digital Signature on Invoices 	55%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Yes, the Company obtains annual declarations from its Board of Directors (BOD) and Key Managerial Personnel (KMP) regarding their interests in other entities. This practice ensures that all necessary approvals, as required by applicable laws and the Company's internal policies, are secured before entering into any transactions with such entities or individuals. Furthermore, the Nomination & Remuneration Committee conducts a thorough evaluation of potential conflict of interest situations when appointing new Directors to the Board. Directors also refrain from voting or participating in decision-making processes where an actual or potential conflict of interest may exist.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R & D	The Company is committed on a continuous basis towards the research on the latest technologies towards better construction with reduced carbon and energy realising the eco-friendly and sustainable development practises for the projects. Adoption of newer rating programs like IGBC, GNFZ on global level are explored with new cost- effective technologies with global baselines. Detailed study with better materials and Eco Products are a routine process to adopt low embodied energy material options towards efficient construction practises and greener pastures.	The Company is committed to continuously researching and adopting the latest technologies to ensure environmentally friendly and sustainable development of its projects.	Being a progressive real estate firm, we give top priority to sustainable investment options that complement our dedication to ethical business practices. We evaluate our business practices, environmental impact, and social impact. We create long-term profit and benefit the environment and society by investing in creative and sustainable solutions. Our lease agreements now contain "Green Lease" provisions since the past FY that enable us to keep an eye on our environmental impact and work with our tenants to implement corrective measures. To teach the inhabitants and end users about the project's numerous green building elements and how to use and maintain them, awareness seminars are held.

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
Capex	With the enhancement in our baseline targets, the company has enhanced the budget and made a good investment towards tree plantations envisioning the future carbon curb. Base capital expenditure for the acquisition of machinery for Dust suppression, Mist Machines and air quality monitoring equipment from the past year have been upgraded with monitoring and record keeping. Considering various project sites, regular mitigation measures have been adopted for the pollution control and retaining the environmental sanctity.	With the objective of protecting the environment, the Company has invested in capital expenditure for procuring dust suppression systems, mist machines, and air quality monitoring equipment for use at project sites.	The Company has acquired and placed machinery for Dust suppression, Mist Machines, and air quality monitoring equipment being used on project sites, which are helpful for the prevention of air pollution. This effort has improved the air quality in the surrounding area.

2. a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

- b) If yes, what percentage of inputs were sourced sustainably?

Purchase - Yes, and we purchase more than 87% green certified products. The sources of material purchase are from the Green Product directory from CII - IGBC (GreenPro Products), GRIHA and EPDs (Environmental Product Declarations)

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

The projects are trained to follow zero waste management practices during construction. Maximum materials are reused on-site. The sites are defining the life cycle of the product and announcing its disposal with records. Certified vendors with agreements are handling responsible reuse and disposal.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

If not, provide steps taken to address the same.

Yes, EPR applies to the entity's activities. A responsible site team with EHS monitors and records the proceedings. MPCB and CPCB clearances are procured and complied with.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	The boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link.
N/A					

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

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services		
Name of Product / Service	Description of the risk / concern	Action Taken
N/A		

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

Percentage of recycled or reused input material to total material (by value) used in production or providing services		
Indicate input material	Recycled or re-used input material to total material	
	FY25 Current Financial Year	FY24 Previous Financial Year
	N/A	N/A

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

	FY25 Current Financial Year			FY24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A

	Name of Other Waste	FY25 Current Financial Year			FY24 Previous Financial Year		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Other waste	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N/A	N/A

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	244	244	100	244	100	N/A	N/A	Nil	Nil	Nil	Nil
Female	64	64	100	64	100	64	100	Nil	Nil	Nil	Nil
Other	0	0	0	0	0	0	0	Nil	Nil	Nil	Nil
Total	308	308	100	308	100	64	20.78	Nil	Nil	Nil	Nil
Other than permanent employees*											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Note: Labourers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	250	250	100%	250	100%	-	-	-	-	-	-
Female	55	55	100%	55	100%	55	100%	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	305	305	100%	305	100%	55	100%	-	-	-	-
Other than permanent workers*											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

	FY 2025	FY 2024
Cost incurred on wellbeing measures as a % of total revenue of the company	0.28%	0.20%

2. Details of retirement benefits

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/NA)
PF	16.88%	N/A	Y	20.65%	N/A	Y
Gratuity	51.30%	N/A	Y	52.78%	N/A	Y
ESI	N/A	N/A	Y	0.32%	N/A	Y

Others – Please specify

Details of Other Retirement benefits

Sr. No.	Name of Benefits	FY 2025			FY 2024		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
-	-	-	-	-	-	-	-

***Note:** Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

If not, whether any steps are being taken by the entity in this regard. N/A

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

Yes. The policies can be accessed at <https://ajmera.com/policies/>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	1	100%	-	-
Other	-	-	-	-
Total	1	100%	-	-

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

Yes, the Company has established multiple safe and confidential channels for employees to voice their grievances. All concerns raised are promptly escalated to the appropriate authorities to ensure timely and effective resolution.

The grievance redressal mechanisms include:

Whistle-blower Mechanism – helpline@ajmera.com

Prevention of Sexual Harassment (POSH) – Internal Complaints Committee (ICC) members

Human Resources Head – shweta@ajmera.com

Amber Feedback Platform – amber@ajmera.com

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

Category	FY 2025			FY 2024		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	N/A			N/A		
Male						
Female						
Other						
Total Permanent Workers						
Male						
Female						
Other						

8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	273	273	100	273	100	271	271	100	271	100
Female	74	74	100	74	100	61	61	100	61	100
Other	0	0	0	0	0	0	0	0	0	0
Total	347	347	100	347	100	332	332	100	332	100
Workers*										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

*Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	273	273	100	271	271	100
Female	74	74	100	61	61	100
Other	0	0	0	0	0	0
Total	347	347	100	332	332	100
Workers*						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total	-	-	-	-	-	-

***Note:** Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No/ NA).

Yes, an occupational health and safety management system has been implemented by the entity. The system covers all the employees & contractual workers.

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

The company has a systematic risk management process in place for identification, assessment, mitigation, monitoring & reporting work-related hazards on a routine and non-routine basis which is taken care of by the risk management committee.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks? **Yes**

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **Yes**

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

Safety Incident/Number	Category*	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

ARIL has an EHS management system which is a part of the Risk Management Committee that ensures a safe & healthy workplace to all its employees & contractual workers. Before the initiation of a new project, an EHS plan is prepared to identify the risks & hazards that possibly could arise out of the scope of work & prescribes preventive measures for the same. Periodic EHS meetings & site inspections are conducted. EHS Audits are also carried out to ensure all safety measures & precautions are being implemented. Regularly conducting safety awareness session at the sites.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

ARIL has an EHS management system which is a part of the Risk Management Committee that ensures a safe & healthy workplace to all its employees & contractual workers. Before the initiation of a new project, an EHS plan is prepared to identify the risks & hazards that possibly could arise out of the scope of work & prescribes preventive measures for the same. Periodic EHS meetings & site inspections are conducted. EHS Audits are also carried out to ensure all safety measures & precautions are being implemented. Regularly conducting safety awareness session at the sites.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
Yes, the Company offers Life Insurance coverage and Accidental Life Insurance coverage which is extended to all employees & workers.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Payment of statutory dues by all value chain partners is included as a contractual obligation.
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination.

5. Details on assessment of value chain partners:

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

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

N/A

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

Any individual or group of individuals or institutions that adds value to the business is identified as a core stakeholder. In line with its business model, the company has identified the following stakeholders: communities (benefitting from the CSR activities), investors, shareholders, employees, suppliers/contractors, regulatory bodies, the Government, etc.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Government and regulatory authorities	No	E-mail Letters	-	Quarterly & Event-based	No	Approvals & Compliances
2.	Shareholders	No	E-mail AGM/EGM Results presentations Investor meetings Conferences	-	Quarterly, annual, and email frequency on a need basis	No	Financial performance & Annual Report. To communicate the relevant information, resolving their queries/ grievances, and seeking of approvals

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3.	Suppliers	No	Emails & F2F meetings	-	Project basis	No	Material requirement Supply timeframe Procurement contracts
4.	Investors	No	Emails & F2F meetings	-	As per requirements	No	Financial Performance & quarterly results
5.	Customers	No	Marketing - Email Sales - Email	-	Event based	No	Product Launched, Campaigns, Festive greetings amongst others

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
ARIL has set up various committees to not only address issues & concerns of all the stakeholders with respect to ESG/ Sustainability, ERM, Stakeholder relationship, CSR & risks but also to ensure smooth functioning of the company. The committees set up the company are as follows: Stakeholders Relationship Committee, Risk Management Committee, Corporate Social and Business Responsibility Committee, Audit Committee, Independent Directors' Committee and Nomination & Remuneration Committee.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.
Yes,
If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
The outcome of stakeholder consultations is used to identify material risks & opportunities related to the environment & sustainability for the company. Based on these material topics of significance to the company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented. The sustainability related expectations of our stakeholders help us improve our performance.
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.
Our social license to operate and brand value are considerably strengthened by fostering and maintaining positive relationships with communities. The Company's Corporate Social Responsibility (CSR) policy directs engagement with marginalized/vulnerable groups. Our CSR strategy is based on our dedication to empowering local communities near our activities and helping to create better times ahead for all.

PRINCIPLE 5 Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY (2024-25)			FY (2023-24)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	308	308	100	225	225	100
Other than permanent	39	39	100	24	24	100
Total Employees	347	347	100	249	249	100
Workers*						
Permanent	N/A			N/A		
Other than permanent						
Total Workers						

*Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

Category	FY (2024-25)					FY (2023-24)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	244	0	-	244	100	250	0	-	250	100
Female	64	0	-	64	100	55	0	-	55	100
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	29	0	-	29	100	21	0	-	21	100
Female	10	0	-	10	100	6	0	-	6	100
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	N/A					N/A				
Male										
Female										
Other										
Other than Permanent										
Male										
Female										
Other										

Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

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

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	3	9,16,200	0	0	-	-
Key Managerial Personnel	2	4,13,370	2	1,26,095	-	-
Employees other than BoD and KMP**	239	55,000	62	62,660	-	-
Workers*	N/A	N/A	N/A	N/A	N/A	N/A

b. Gross wages paid to females:

	FY (2024-25)	FY (2023-24)
Gross wages paid to females (Gross wages paid to females as % of total wages)	18.98%	12.58%

*Note: Laborers employed through contractors and their subcontractors have been classified as workers. These workers are not on the direct payroll of the Company.

**Note: Employees don't include other than Permanent Employees

1. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?(Y/N)

No

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

The Company does not have a single focal point for addressing the human rights issues. However, the HR head of the respective IC is responsible for addressing the same. All grievances are addressed as and when received by the respective heads through Admin/HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from the regulatory authority is sought. A grievance redressal policy is in place for the same and all the issues reported are resolved within 30 working days

3. Number of Complaints on the following made by employees and workers:

	FY (2024-25)			FY (2023-24)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY (2024-25)	FY (2023-24)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

6. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)

Yes, human rights requirements are included as contractual requirements within all business agreements, contracts, and purchase orders, in alignment with our Code of Conduct. We are committed to creating a culture of accountability and transparency, grounded in ethical principles.

7. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – please specify	-

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

N/A

Leadership Indicators

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

No complaint received in F.Y. 2022- 23, 2023-24 and 2024-25 for human rights violation

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

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and is extended across entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and the CoC.

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

Yes, the Company's corporate office in Andheri West, Mumbai is accessible to differently abled visitors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	N/A
Discrimination at workplace	N/A
Child Labour	N/A
Forced Labour/Involuntary Labour	N/A
Wages	N/A

Others – please specify

Details of other assessments of value chain partner		
Sr. No.	Name of other assessment	% of value chain partners (by value of business done with such partners) that were assessed
	N/A	N/A
	N/A	N/A

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

• N/A

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Whether total energy consumption and energy intensity is applicable to the company? Yes

Revenue from operations (in ₹ Lakhs)	FY (2024-25)	FY (2023-24)
	73,795	69,996

Parameter	Units	FY (2024-25)	FY (2023-24)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	44,798.14	43,493.34
Total fuel consumption (B)	Gigajoule (GJ)	-	-
Energy consumption through other sources (C)	Gigajoule (GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	44,798.14	43,493.34
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	75,841.52	84,268.36
Total fuel consumption (E)	Gigajoule (GJ)	-	-
Energy consumption through other sources (F)	Gigajoule (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	75,841.52	84,268.36
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	1,20,639.66	1,27,761.7

Parameter	Units	FY (2024-25)	FY (2023-24)
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / ₹	-	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / ₹	-	-
Energy intensity in terms of physical Output	Gigajoule (GJ)	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N)

If yes, name of the external agency.

YES. IGBC (Indian Green Building Council) and GNfZ (Global Network for Zero) are engaged to carry out third-party assessments for the evaluations.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

N/A

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

Parameter	FY (2024-25)	FY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,96,486.95	4,40,541.06
(ii) Groundwater	9,997.97	11,108.85
(iii) Third party water	17,13,255.57	21,25,839.52
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	21,19,740.67	25,77,489.43
Total volume of water consumption (in kilolitres)	21,19,740.67	25,77,489.43
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.66	0.66
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency.

YES. IGBC (Indian Green Building Council) and GNfZ (Global Network for Zero) are engaged to carry out third-party assessments for the evaluations.

4. Provide the following details related to water discharged:

Yes, All projects – current and future residential/commercial properties are outfitted with cutting-edge sewage treatment plants (STP) and rainwater harvesting systems. Residential/commercial. For irrigation of gardens, landscapes, etc., the STP/RWH treated/collected water is recirculated and reused. By developing water balance diagrams and models, we hope to limit wastewater discharge and eventually achieve Zero Liquid Discharge. Also, installation of sensor-based taps, water-saving fixtures, and smart meters that can detect leaks and send out alarms for scheduled repair in our upcoming projects would increase water savings significantly.

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

YES. IGBC (Indian Green Building Council) and GNFZ (Global Network for Zero) are engaged to carry out third-party assessments for the evaluations.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?(Y/N/NA)If yes, provide details of its coverage and implementation.

Yes, All projects – current and future residential/commercial properties are outfitted with cutting-edge sewage treatment plants (STP) and rainwater harvesting systems. Residential/commercial. For irrigation of gardens, landscapes, etc., the STP/RWH treated/collected water is recirculated and reused. By developing water balance diagrams and models, we hope to limit wastewater discharge and eventually achieve Zero Liquid Discharge. Also, installation of sensor-based taps, water-saving fixtures, and smart meters that can detect leaks and send out alarms for scheduled repair in our upcoming projects would increase water savings significantly.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

No

Parameter	Please specify unit	FY (2024-25)	FY (2023-24)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company? (Y/N)

Yes

Parameter	Unit	FY (2024-25)	FY (2023-24)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	3,235.00	3,213.03
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO ₂ e	18,912.79	38,205.08
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO ₂ e / ₹	-	-

Parameter	Unit	FY (2024-25)	FY (2023-24)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO ₂ e / ₹	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO ₂ e	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

4% increase in Scope 1 and 2 emissions is assumed.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

N/A

8. Does the entity have any project related to reducing Green House Gas emission? (Y/N/NA)

No

If Yes, then provide details.

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

Parameter	FY (2024-25)	FY (2023-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	993.84	1,046.15
E-waste (B)	5.36	5.65
Bio-medical waste (C)	5.20	0.00
Construction and demolition waste (D)	5,040.00	5,306.26
Battery waste (E)	45.30	22.10
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	22.27	23.82
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	889.23
Total (A+B + C + D + E + F + G + H)	6,111.97	7,293.21
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY (2024-25)	FY (2023-24)
(i) Recycled	980.41	875.37
(ii) Re-used	339.61	303.22
(iii) Other recovery operations	198.39	176.91
Total	1,518.41	1,355.50

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY (2024-25)	FY (2023-24)
(i) Incineration	0	0
(ii) Landfilling	56.01	57.15
(iii) Other disposal operations	25.15	25.67
Total	81.16	82.82

4% decrease in the waste generated is assumed.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

N/A

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

Waste reduction & management helps protect the environment. At the same time, it also helps in reducing the cost of disposal. ARIIL recycles & reuses most of the construction waste on site & the remaining construction waste is handed over to recyclers. With respect to post-occupancy waste management, all the upcoming projects have provision of Organic Waste Converters & STPs which would minimise waste as well the water demand. Organic fertilizers derived using the OWCs will be further used for tending the landscape areas.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
1.	Ajmera Manhattan & Greenfinity, located at Bhakti Park in Wadala, Mumbai.	Residential Towers with an approximate built-up area of 125000 sq.mt. Currently, the project is under construction and has obtained its Environmental Clearance.	Yes	-

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1.	Ajmera Manhattan & Greenfinity	EC22B039MH133375	2022-02-26	Yes	Yes	https://ajmera.com/projects/ajmera-manhattan/# https://ajmera.com/projects/ajmera-greenfinity/

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
2.	Ajmera Manhattan & Greenfinity	EC24B039MH161668	2024-02-24	Yes	Yes	https://ajmera.com/projects/ajmera-manhattan/# https://ajmera.com/projects/ajmera-greenfinity/

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).

If not, provide details of all such non-compliances in the following format:

Sr. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	N/A	N/A	N/A	N/A

Leadership Indicators

- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:
- Details For each facility / plant located in areas of water stress

Sr. No.	Particulars	FY (2024-25)	FY (2023-24)
1	Name of the area	-	-
2	Nature of operations	-	-

- Water withdrawal, consumption and discharge in the following format:

Parameter	FY (2024-25)	FY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY (2024-25)	FY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

N/A

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

Whether total Scope 3 emissions & its intensity is applicable to the company?(Y/N)

No, Scope 3 and its intensity is not applicable to the company, hence it is not calculated.

Parameter	Unit	FY (2024-25)	FY (2023-24)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N)

No

If yes, name of the external agency.

N/A

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

N/A

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1.	Installation of STPs	Sewage Treatments Plants (STPs) helps in recycling & reusing of water. Thus, reducing the solid waste & water footprint. All our large-scale residential projects have STPs installed on the site.	Reduced water demand and solid-waste footprint.	-
2.	Installation of Solar PV Panels	Solar Energy is a clean & a green form of energy. It helps in reducing electric consumption of conventional energy significantly.	Installation of rooftop solar PV panels in our large-scale projects has impacted the common area load and has helped in reducing it by 35–40% approximately. They do not emit any harmful GHG gases, thus, further reducing the carbon footprint.	-
3.	Use of energy-efficient lighting fixtures	Energy efficient lighting fixtures use far more less energy than traditional lighting fixtures.	We have proposed energy efficient lighting fixtures for all the indoor as well outdoor spaces of our projects.	-
4.	Low flow sanitary fixtures	Low flow sanitary fixtures limit water waste.	Reduction in water demand.	-

5. Does the entity have a business continuity and disaster management plan? (Y/N/NA)

Yes

Details of entity at which business continuity and disaster management plan is placed or weblink.

Business continuity and disaster management plans are crucial for construction companies to ensure the safety of their employees, clients and assets. These plans should include steps to mitigate potential risks, such as natural disasters, cyberattacks and supply chain disruptions.

Key elements of a business continuity and disaster management plan for ARIIL include identifying critical business functions and resources, establishing emergency response and communication protocols, training employees on safety procedures, maintaining backups of important data and documents and testing the plan regularly to ensure its effectiveness. ARIIL has a comprehensive plan, which helps minimize the impact of unexpected events and maintain business operations during and after a crisis.

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

ARIL is in the process of implementing Supply Chain Policy, Procurement Policy & Environmental Policy in the following financial year

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

N/A

8. How many Green Credits have been generated or procured:

a. By the listed entity	-
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	-

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	The Confederation of Real Estate Developers' Associations of India (CREDAI)	National
2	Maharashtra Chamber of Housing Industry -Confederation of Real Estate Developers' Associations of India (MCHI CREDAI)	State
3	Confederation of Indian Industry (CII)	National
4	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
5	Federation of Indian Chamber of Commerce and Industry (FICCI)	National

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
-	-	-	-

Leadership Indicators

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

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link,if available
-	-	-	-	-	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators**

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

Sr. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
	-	-	-	-	-	-

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	N/A	-	-	-	-	-

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

N/A

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

	FY (2024-25)	FY (2023-24)
Directly sourced from MSMEs/ small producers	11%	28%
Sourced directly from within the district and neighbouring districts	90%	90%

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

	FY (2024-25)	FY (2023-24)
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Rural areas	-	-
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Semi-Urban areas	-	-
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Urban areas	-	-

	FY (2024-25)	FY (2023-24)
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	347	332
ii) Total Wage Cost	39,10,25,446	26,05,61,110
iii) % of Job creation in Metropolitan area	100%	100%

Leadership Indicators

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

Sr. No.	Details of negative social impact identified	Corrective action taken
	None	None

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
	-	N/A	-

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

No, the Company does not have a preferential procurement policy for vulnerable/marginalised suppliers. A procurement policy including emphasis on purchases through marginalized / vulnerable group is in making and shall be implemented in the next financial year.

- From which marginalized /vulnerable groups do you procure?

N/A

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

N/A

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	-	-	-	-

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

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
	-	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Rural development projects – Construction of damn at Vasavad, Gujarat	8,000	100%
2.	Supporting BPL families for Medical Expenses - Swami Narayan Hosppital and Medical research foundation, vadtal	32	100%
3.	Bypass Surgery at Kikabhai Premchnd Trust - Kikabhai Hospital – Sion, MH - Cardio & Ortho Support	123	100%
4.	Donation Higher Education - CREDAI Michi Women Wing	14	100%
5.	Maharashtra Chamber of Housing Industry - Donation towards Education, Health & Recreation of under previleged Children	60	100%
6.	Medical - Rashtrasevek	1	100%
7.	Promoting health care including preventive health care and sanitation	1	100%
8.	Promoting education, including special education to children.	75	100%
9.	Tree plantation at Kalina University	5,000	100%
10.	1 Lakh Tree Plantation in Marathwada district and Training to framers for the same and improve livelihood of farmers.	49	100%
11.	Computer Lab setup for 30 Seating capacity	100+	100%
12.	Skill training to Const. Labours	150	100%
13.	Purchased Leica Microspope for eyes check up from Technovision India Ltd donated to Smt. Sharda Jhatakia Memorial Trust	355	100%
14.	Wash and Sanitation work (Toilet construction and repair) at ZP School	500	100%
15.	Holly family Hospital - Ragina	1	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
A grievance redressal policy has been adopted by ARIIL to receive and respond to consumer/customer & stakeholders' complaints and feedback. Periodic meetings & reviews are conducted to address & resolve customer/stakeholder complaints & issues.
- Turnover of products and/ services as a percentage of turnover from all products/services that carry information about

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

3. Number of consumer complaints in respect of the following

	FY (2024-25)		Remark	FY (2023-24)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?(Y/N/NA)

Yes, ARIL has a "Cyber Security Policy" covering cyber security and risks related to data privacy in place. However, the policy is undergoing a few amendments & improvements and shall be actively implemented in the F.Y.2026

If available, provide a web-link of the policy

As mentioned above, the policy is not yet available for access.

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

N/A. No issues have been raised at ARIL relating to advertising, delivery of essential services, cyber security, and data privacy of customers; recurrence of instances of product recalls; penalty/ action taken by regulatory authorities on the safety of products/ services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along with impact

0

b. Percentage of data breaches involving personally identifiable information of customers

0%

c. Impact, if any, of the data breaches

No impact was recorded in the financial year of the data breaches.

Leadership Indicators

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

ARIIL is a service-based real estate entity. Information on all our completed as well ongoing projects can be found at: <https://ajmera.com/our-projects/>

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

We have initiated the inclusion of 'Green Lease' clauses in our lease agreements to help us monitor our environmental impact and jointly take corrective actions in partnership with our occupiers. Awareness sessions are conducted for the occupants/end-users to educate them about various green building features of the project, how to use & how to maintain them.

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

During execution of construction projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Y/N/NA)

Yes.

If yes, provide details in brief.

ARIIL is a service-based real estate entity. Hence product display information requirements are not applicable. However, we comply by the rules laid down by Real Estate (Regulation and Development) Act 2016 (RERA) implemented by the Government.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Y/N/NA)

No customer satisfaction relating to major products/services of the entity was carried out in the financial year.