



Buildings and Beyond Building Sustainable Communities for Generations

SUSTAINABILITY REPORT FY 2023-24





About this report

This marks the inaugural year of our sustainability reporting journey. We aim to track and report our ESG progress annually, using the 2023-24 period as our baseline year. While we have made efforts to report on our ESG performance based on the data currently available, we are in the process of establishing strong monitoring systems for ESG data and performance. This will enable us to provide more comprehensive reports from next year onwards.

Period

1 April 2023- 31 March 2024

Reporting Boundary

This report spans PS Group’s operations across multiple sites across Kolkata, West Bengal, covering:

Entity Name	Projects	Entity Name	Projects
PS Vinayak Heights LLP	Vaanya	PS Group Realty	One 10 (PH-1,2&3)
PS Group Realty	Abacus	PS Group Realty	JIVA
PS Group Realty	Anassa	PS Group Realty	Volt
PS Group Realty	6 Rowdon Street	PS Group Realty	The Reserve
PS Vinayak Heights LLP	Navyom	Sky View Developers	Aurus
PS Group Realty	Montage	PS Group Realty	Jade Grove
Skieys Almondreal LLP	Quintessa	Hazelton Highrise LLP	Hazelton
Subir Udyog LLP	Emperador	PS Group Realty	Park Origin
PS Group Realty	Esmeralda	Skies Enclave LLP	The Dominion
PS Group Realty	Antares	PS Rrijan Estate LLP	The Vyom

Reporting Framework

This report has been developed with reference to the:

- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Environment Program (UNEP) and
- United Nations Women Empowerment Program (UNWEP)

Disclaimer

This report includes forward-looking statements that pertain to future events and anticipations. While these statements are grounded in reasonable assumptions, it is essential to acknowledge that they are subject to various risks and uncertainties. Consequently, the outcomes might vary from the expectations conveyed in these forward-looking statements. The Company values your input and encourages you to share your feedback at INSERT EMAIL

About PS Group

We are PS Group, a leading real estate company in Kolkata, proudly shaping the city's skyline since 1985. With nearly four decades of experience, we specialize in building not just homes, but thoughtfully designed living spaces where families can thrive. Our journey includes over 100 joint ventures and 150 complete projects, supported by a strong team of 450 professionals committed to excellence, innovation, and timely delivery. As a founding member of the Indian Green Building Council and an ISO- certified company, we have developed 50+ green buildings, and we remain deeply committed to sustainable development in every project we undertake.

But beyond numbers and structures, we believe in something far more personal, we believe in making a home. For us, a home is not just a physical space, it is where comfort meets care, where laughter lingers in the air, and where every corner holds a story.

With a family-centric approach at the heart of everything we do, we ensure that each interaction is meaningful and every home we build is a place our customers are proud to call their own. Because we're not just building houses, we are building the foundations of lifelong memories.



Leadership Insights and Reflections

Message from the Director



“Sustainability, for us, is not an obligation; it is a responsibility we embrace with intent, foresight, and unwavering commitment”

Ravi Dugar
Director

It's all about the mindset, the values, and the exposure. Given that the city means so much to us, and that as a group of directors we all share a common value system of integrity and mindfulness, we have always intuitively chosen to nurture the environment we live in, be in harmony with it. The people we work with are a significant part of this environment. We have been taught this from our younger years. So as we reflect on the journey of PS Group, it becomes evident that sustainability is not merely a response to compliance requirements; it is an intrinsic principle that defines our approach to business and development. Long before regulatory frameworks came into effect, we were already focused on redefining how spaces can create long-term value, not only for us but for the communities and environments we serve. Sustainability, for us, is not an obligation; it is a responsibility we embrace with intent, foresight, and unwavering commitment. Our approach is rooted in a forward-thinking perspective that asks the right questions, how can we build with greater efficiency and resilience? How can we ensure the long-term viability and relevance of our projects? How can we create meaningful contributions that endure across generations? These questions guide our actions every day, shaping initiatives such as the plantation of over 10 lakh trees and shrubs, alongside the restoration of over 125 matured trees and 8 large water bodies. These efforts are a testament to our belief that urban development must go hand in hand with environmental stewardship.

While key performance metrics like KPIs and KRAs provide valuable insights, we believe that true success is determined by how deeply our stakeholders, employees, customers, and their families connect with our vision, our purpose – creating quality family time. Our guiding philosophy is clear: when individuals perceive their work as part of a larger purpose, it cultivates a profound sense of ownership and responsibility. To strengthen this, we have been enhancing our approach to ESG data reporting, we are ensuring that sustainability efforts are not just embedded in our culture but are also backed by measurable insights that help us continuously refine our

strategies and drive long-term impact. This shift allows us to move beyond intent, using data-driven decision-making to reinforce our commitment to responsible growth. Over the years, we have drawn inspiration from global best practices, refining our approach by implementing sustainable landscaping strategies, which now cover 68.92% of the total project landscape area, ensuring biodiversity and ecological balance. In line with our core values, 2024 marks a significant step forward with the establishment of our ESG committee, reinforcing our commitment to embedding structured processes that align with our long-term sustainability vision. These initiatives, combined with our commitment to sustainability as an intuitive practice rather than a mandated requirement, have shaped an enduring culture within our organization.

Looking ahead, our vision remains resolute. We are actively expanding our sustainability endeavours through well-defined initiatives, including the introduction of comprehensive ESG training programs aimed at equipping our teams with the knowledge and skills to drive impactful change. Additionally, we are also planning to implement a cross-departmental sustainability strategy to foster collaboration. Our objective is not simply to align with industry benchmarks but to set new standards, leading by example and driving transformative change within the real estate sector. We invite all our stakeholders to join us on this journey, working collaboratively toward a future where sustainability is not just an aspiration but an integral part of how we build and grow. We do not perceive sustainability as a challenge but as an opportunity, an opportunity to create a lasting legacy, to drive meaningful change, and to contribute positively to the world around us. The values that guide us today are the same principles that have been deeply instilled within our organization through generations. These values continue to drive our commitment to excellence, ensuring that every decision we make reflects our steadfast dedication to our people, our projects, and the environment.

Message from the Chairman



“Through every facet of our work, we aim to create lasting value, ensuring the development of sustainable, thriving communities.”

Prashant Chopra
Chairman

Sustainability has always been integral to our identity, long before it became a global imperative. From our earliest days, we have embraced the responsibility to give back- not just to society, but to the environment and the communities we engage with. For us, building homes and spaces transcends the physical act of construction; it is about creating environments where people and nature co-exist in harmony. Our commitment to sustainability is deeply embedded in our philosophy, guiding every project we undertake. Our philosophy has always been to work with nature rather than against it. We believe that while development may require transformation, it is our responsibility to preserve and protect the natural environment. This ethos drives how we design and execute our projects, ensuring minimal environmental disruption and embedding sustainable practices at every stage. Today, as we formalise these efforts through structured frameworks, policies, and measurable outcomes, we reinforce our commitment to creating enduring, sustainable value.

Our projects are grounded in a commitment to sustainability, with a focused emphasis on water conservation, energy efficiency, and waste management. For one of our projects, “Vyom” in Kolkata, the installation of a 250 KLD Sewage Treatment Plant generates a 46.2% surplus of treated water annually, reflecting our strong commitment to water conservation. This approach is consistent across our projects, where we implement similar initiatives. Our projects integrate advanced systems for water processing, prioritising solar energy- accounting for 9% of our total energy consumption- and significantly reduce our carbon footprint. Our clean air initiatives, such as the use of chemical-free paints, ensure healthier living spaces for our clients. Health and Safety are core to our

operations, with EHS practices exceeding compliance through regular drills, employee engagement, and a culture of accountability. We also emphasise on responsible sourcing, efficient procurement (achieving 99.89% material usage efficiency), and climate-resilient investments, reflecting our dedication to ethical practices. Our initiatives extend beyond construction, fostering financial inclusion for our workers, promoting health and environmental conservation, and engaging communities through volunteering programs. Through every facet of our work, we aim to create lasting value, ensuring the development of sustainable, thriving communities.

As we look towards the future, we are committed to formalising the ESG principles that have long been embedded in our operations. We aim to make sustainability an intrinsic part of our fabric, influencing decision-making at every level and setting a strong foundation for operational and financial efficiency. Our first sustainability report marks a significant step in structuring and tracking these efforts. By establishing comprehensive frameworks, policies and measurable outcomes, we aim to ensure that every aspect of our operations aligns with our long-term vision for impact. By fostering collaboration, ensuring accountability, and enhancing our data collection and reporting mechanisms, we will design intuitive, efficient systems that align seamlessly with our existing processes. These efforts will not only drive long-term value creation but also position PS Group as leaders in ESG maturity and excellence. Together, we will continue to recognise and build upon our existing sustainable practices, ensuring that our investments deliver lasting benefits for generations to come.

A Legacy of Responsibility and Innovation

Sustainability at PS Group is more than a strategic initiative; it is a deeply ingrained philosophy that has shaped our approach to business and development for generations. Long before sustainability became an industry norm, we were already reimagining how real estate can create lasting value—not just for us, but for the communities we serve. Our belief is simple: sustainability is not a compliance-driven obligation, but an intuitive responsibility, rooted in our ethos and values passed down through generations.

Guided by our core values of integrity, innovation, collaboration, excellence, and transparency, we have consistently strived to integrate environmentally conscious practices into every facet of our operations. Whether it's incorporating resilient designs, mindful construction techniques, or fostering strong stakeholder relationships, our approach is holistic and future focused.

Today, as we embark on our sustainability journey with renewed commitment and structured ESG reporting, we recognize the importance of translating our values into measurable actions that contribute meaningfully to the planet, our people, and our business.

As we reflect on the journey of PS Group, sustainability emerges as a cornerstone of our ethos, deeply embedded in our operations and vision. Established over four decades ago, PS Group has consistently prioritized sustainable development, long before it became a global imperative. Our commitment to environmental stewardship and social responsibility is not merely a response to contemporary demands but a reflection of values passed down through generations.



Mission

“To design quality family-time, that stands the testament of passing generations.”

- We strive to create spaces that enrich the lives of families. With empathy, we want to connect with their life goals and factors impacting the quality of their everyday life.
- We design for their future; a future that exists only with deep commitment to sustainability, setting new benchmarks for innovation, transparency, and social responsibility.



Vision

“To redefine the status-quo for living in India”

- We design memories, and we design what happiness could mean to you and your family.
- Home is where value systems get nurtured. We wish to impart conscious value systems to our community, which can help us continue to attain luxury in the long run.



Our Value system

Our sustainability journey is guided by our core values, which influence every decision and action we take:

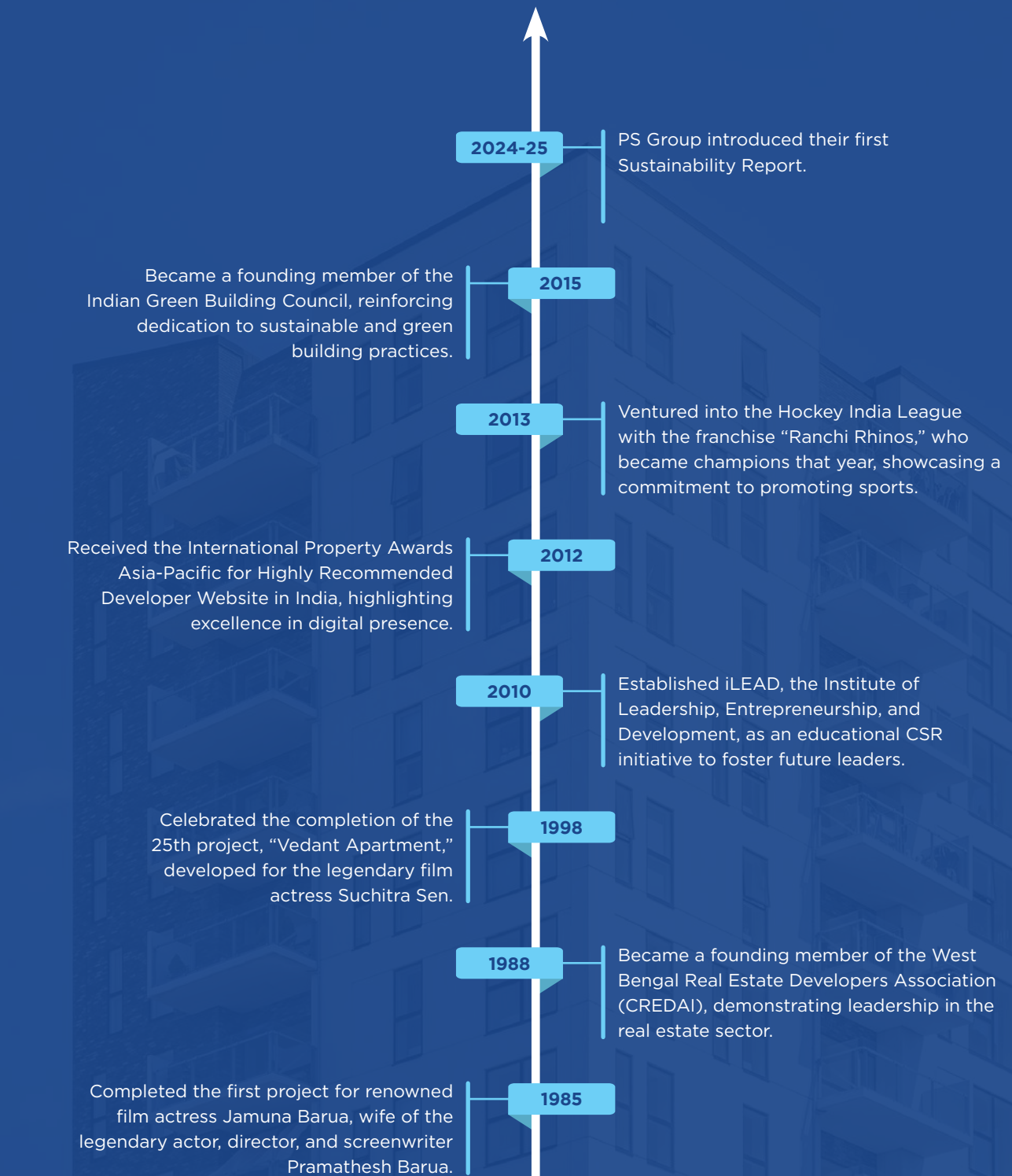


From our inception, PS Group has integrated sustainable practices into our projects. Recognizing the environmental impact of the construction industry, we have proactively adopted measures to mitigate our ecological footprint. This includes the use of eco-friendly building materials, implementation of energy-efficient designs, and incorporation of green spaces within our developments. Our early commitment set the foundation for a culture that values and promotes sustainability at every level. In 2015, PS Group became a founding

member of the Indian Green Building Council (IGBC), underscoring our dedication to sustainable construction. This affiliation has guided us in developing projects that adhere to stringent green building standards, ensuring energy efficiency, water conservation, and enhanced indoor environmental quality. Notably, we have 15 green buildings under construction and over 100 completed joint ventures, reflecting our unwavering commitment to sustainable development.

Milestones: A journey through time

Since its inception in 1985, PS Group has achieved significant milestones that reflect its commitment to quality, innovation, and community development.

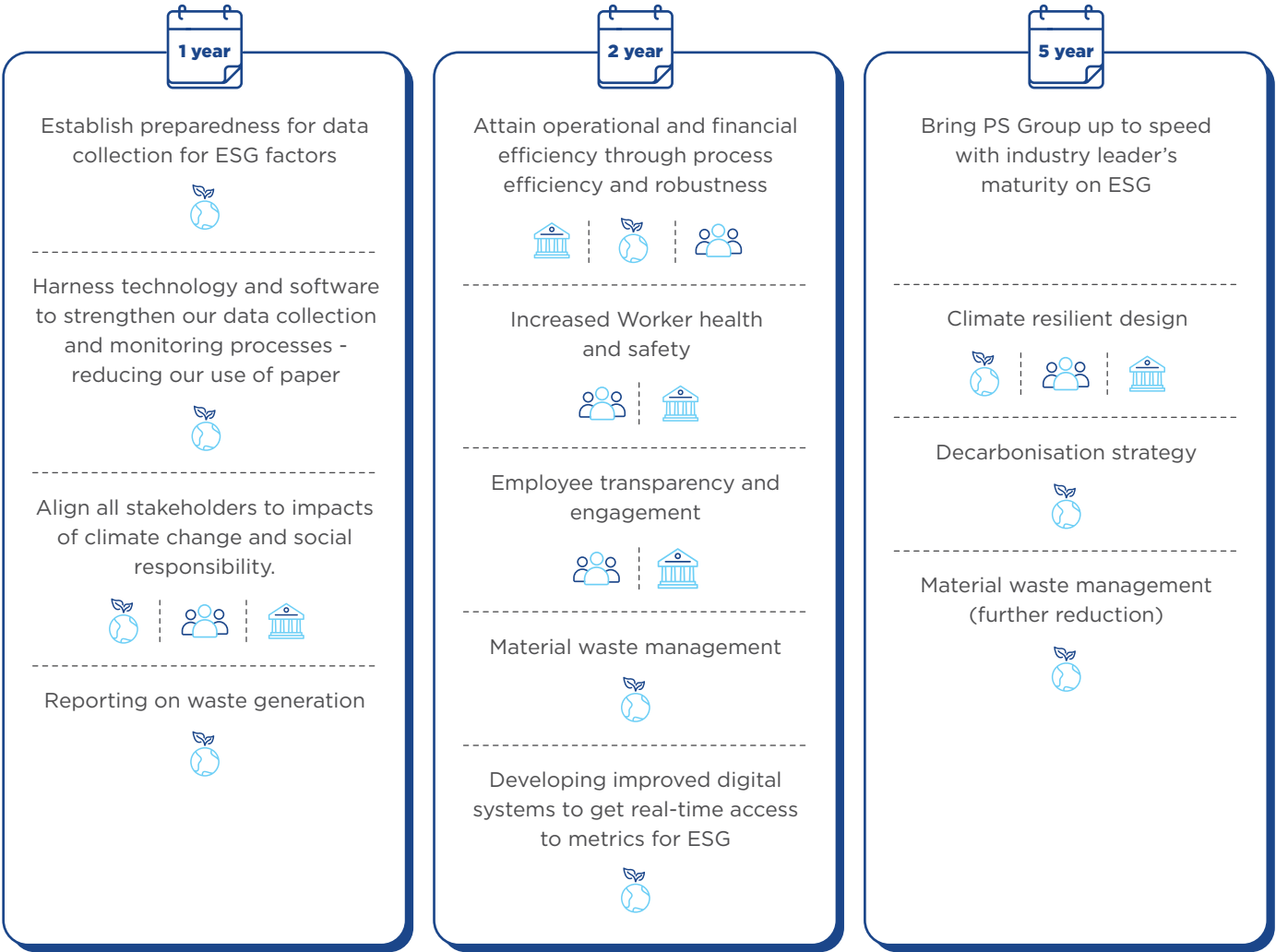


Looking Ahead: A Roadmap for the Future

PS Group's sustainability journey is an ongoing commitment to creating spaces that are not only environmentally conscious but also socially responsible and economically sound. As we look to the future, our focus is on strengthening our sustainability efforts through structured initiatives that drive long-term impact. With a clear vision, we are taking deliberate steps to embed sustainability across our operations,

ensuring it becomes an inherent part of our corporate DNA rather than a compliance-driven obligation.

Building on the progress made so far, strategic plans have been set to advance sustainability efforts in the years to come. The focus remains on scaling up initiatives and enhancing operational efficiency while setting new benchmarks for the real estate sector.



Environment



To achieve operational excellence through sustainable practices, minimize environmental impact, and establish leadership in climate-resilient design, decarbonization, and material waste management.



Social



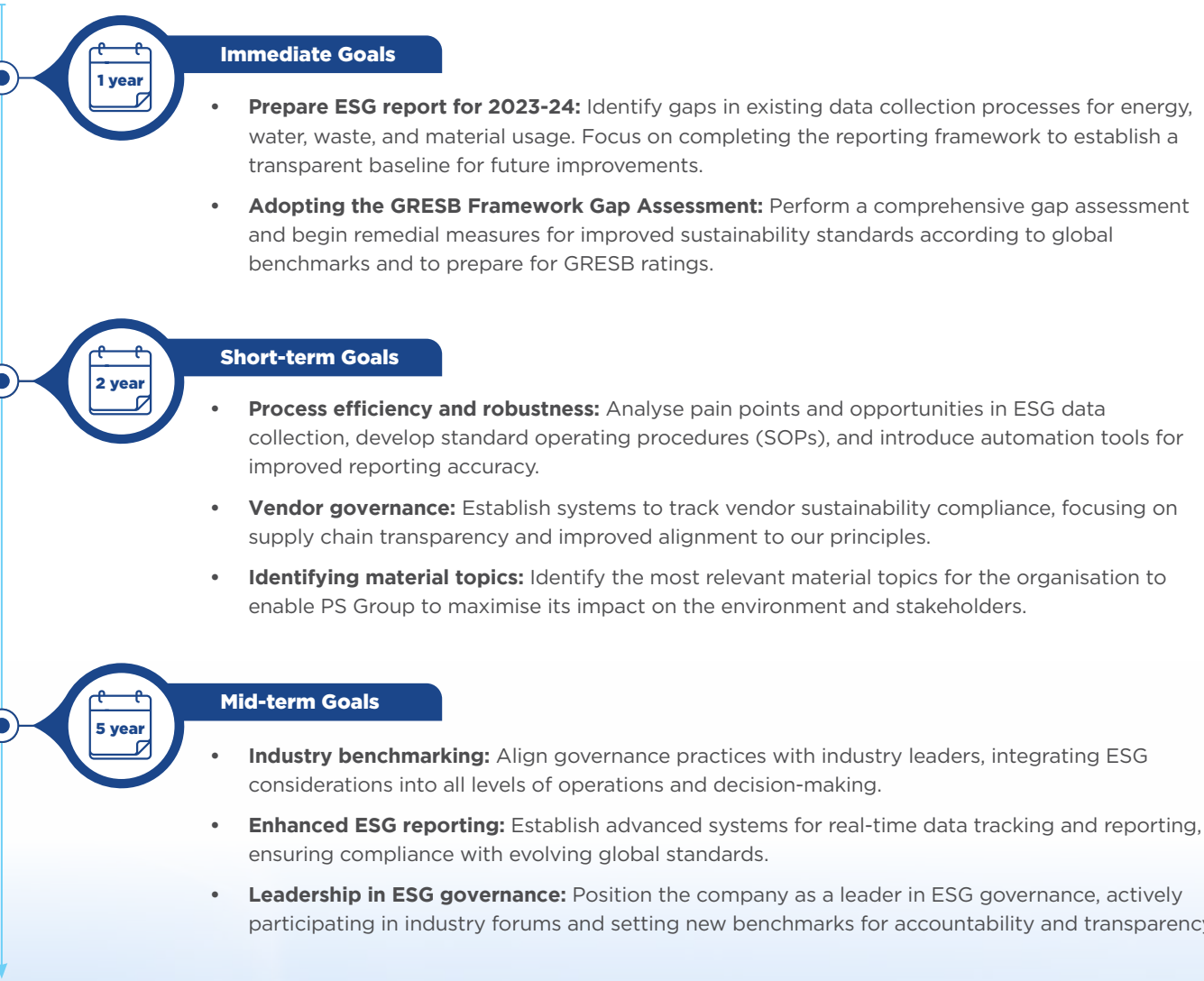
To promote inclusivity, safety, and employee engagement while contributing to societal well-being through meaningful projects and community involvement.



Governance



To build a robust governance framework that fosters accountability, transparency, and compliance while supporting ESG integration into strategic decision-making.



As we take significant strides toward our immediate, short-term, and mid-term goals across environmental, social, and governance aspects, our commitment to sustainability extends far beyond meeting predefined targets. For us, sustainability is not merely a checklist—it is a deeply embedded value that drives our operations and defines the way we engage with our people and the communities we serve.

At PS Group, our journey is guided by the belief that true progress happens when sustainability becomes second nature, ingrained within our culture and daily practices. This belief is reflected in our future plans, which focus on creating an ecosystem that balances growth, well-being, and responsibility. As we move forward, our efforts will include strengthening employee engagement through targeted ESG training programs, ensuring that sustainability is not just a corporate responsibility, but a shared vision embraced by every individual.

In alignment with our values, we are setting up structured frameworks such as the ESG Committee in 2024, aimed at institutionalizing our sustainability practices with accountability and strategic direction. This initiative will further refine our processes, streamline reporting mechanisms, and support data-driven decision-making to ensure our sustainability efforts are impactful and measurable.

We are also enhancing our focus on employee well-being, with initiatives such as parental coverage policies, annual health check-ups, and comprehensive benefits that prioritize the holistic growth of our workforce. These efforts reflect our belief that sustainability is not only about environmental stewardship but also about creating a nurturing, inclusive workplace.

Collaboration is key to our progress, and we will continue to build stronger partnerships with stakeholders, vendors, and community leaders to ensure a collective approach toward sustainable development. Strengthening these relationships will allow us to set higher standards across our operations, ensuring that our entire ecosystem reflects the values we hold dear.

As we progress, our focus will shift toward climate resilience and operational efficiency, incorporating innovative solutions to drive decarbonization and smart building technologies that enhance sustainability while optimizing resource use. By investing in these forward-thinking approaches, we aim to create spaces that are adaptable, future-ready, and aligned with global best practices.

Beyond our organization, our impact on society remains a cornerstone of our sustainability agenda. Our efforts will continue to address community well-being, through targeted initiatives that contribute meaningfully to social progress, whether in education, environmental conservation, or community health and welfare.

At PS Group, we believe in building not just for today, but for generations to come. Looking ahead, we remain dedicated to leading with purpose, staying true to our values, and building a legacy of trust, responsibility, and excellence.



Creating value
through sustainable
practices



Materials



To minimize emissions from transport and logistics, PS Group encourages the local sourcing of raw materials both within the organization and among its supply chain partners.

“The level of consumption that we identify with success is utterly unsustainable. We’re gobbling up the world.”

–John Robbins, Author



At PS Group, material management lies at the heart of sustainable construction, where every resource sourced contributes to operational excellence and environmental stewardship. The integration of sustainability into supply chain practices ensures that materials are procured, utilised, and disposed of responsibly, aligning with the company’s commitment to quality, cost efficiency, and environmental responsibility.

Through well-defined Procurement Standard Operating Procedure (SOP), PS Group has built a transparent and accountable supply chain system that prioritises eco-friendly materials, minimises waste, and ensures seamless project execution. This approach is firmly aligned with SDG 12 (Responsible Consumption and Production), driving efforts to optimise material usage and reduce environmental impact across projects.

Sustainable Procurement

PS Group actively integrates sustainability principles into material sourcing by partnering with manufacturers and authorised dealers who meet stringent environmental and social standards. This ensures that materials are not only of high quality but also responsibly sourced. We prioritise materials that are environment-friendly, manufactured following safe working conditions, and low in VOC, with recycled content, and sustainably sourced with appropriate certifications. To minimise transport-related emissions, the company emphasises

local sourcing, with at least **50% of materials (by cost) procured within 400 km of project sites** in line with IGBC Green Home standards, which can also be as high as 90% in some cases. Locally sourced materials include cement, sand, steel, RNC (Concrete), AAC block, paver block, aluminium framing, marble, drain cells, and hdpe grass paver. While certain recycled materials include Steel, Cement, AAC blocks, Drain cells, Glass, Aluminium and Binding wire.

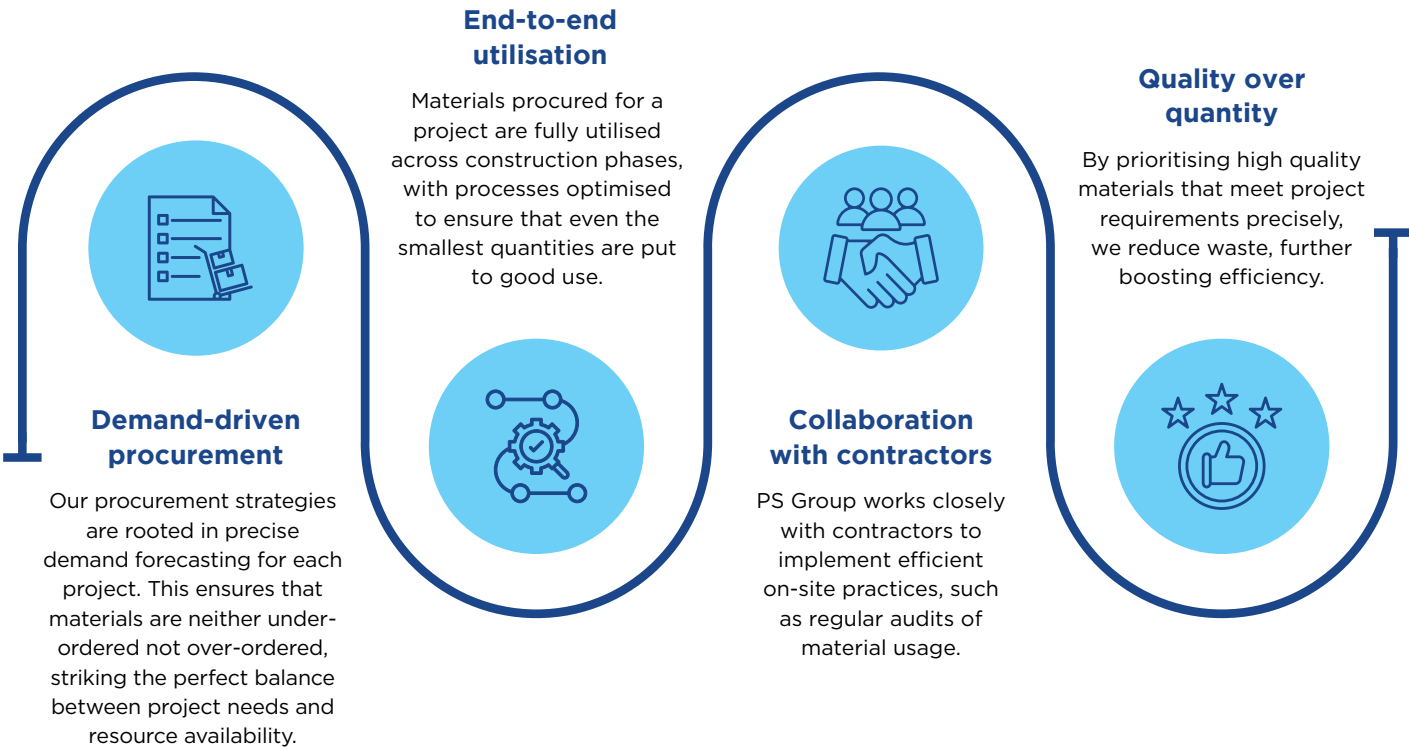


Figure 1. Strategies employed for sustainable procurement at PS Group

We adopt a RACI (Responsible, Accountable, Consulted, Informed) framework to clearly define roles and responsibilities in procurement, ensuring collaborative decision-making and risk management. These practices ensure PS Group delivers high-quality, sustainable projects while maintaining operational efficiency and accountability.

A significant portion of our material budget is directed towards purchasing materials that are either recycled or contain a substantial proportion of recycled content. This approach reduced the demand for virgin materials,

minimise waste, and contributes to a circular economy. Our materials are categorized into 12 distinct groups, including Civil and structural materials, Metals and fabrication, Wood and carpentry, and more. Among these, include materials with recycled content or repurposed value such as fly ash in cement, recycled aggregates from demolished structures, and steel with high recycled content. These materials are certified by the Indian Green Building Council (IGBC), ensuring compliance with industry standards for sustainability and environmental responsibility.

Sustainable sourcing in the “Reserve” Project

PS Group’s “Reserve” project exemplifies our commitment to sustainable procurement and circular economy principles through its focus on local sourcing and recycled content materials.

Key materials for the project were selected based on their environmental impact, with over 80% sourced locally to minimise transportation-related carbon emissions while benefitting regional economies.

By integrating local sourcing and recycled content into its procurement strategy, PS Group has significantly reduced the carbon footprint of construction, supported local industries, and contributed to a more sustainable construction industry. This approach aligns with PS Group’s broader vision of creating environmentally responsible and economically viable developments.

This table illustrate the emphasis on local sourcing and high recycled content of materials used for “Reserve” project:

Material	Quantity (units)	Distance sourced (km)	Recycled content (%)
Steel	5,089 MT	180	40
Drain cells	3,500 sq. ft.	40	100
AAC Blocks	4,959.15 m3	39.5	70
Aluminium Framings	95,000 kg	150	25
Cement	300,000 bags	220	35



The recycled content of key materials used in our projects include



By integrating these sustainable procurement practices, PS Group ensures that its projects positively contribute to environmental conservation, promote community well-being, and maintain high standards of quality and durability. The emphasis on sourcing materials with recycled content significantly reduces the depletion of natural resources and minimizes waste generation, contributing to a more circular economy. Local sourcing practices not only reduce carbon emissions associated with transportation but also foster economic growth by

supporting regional suppliers and creating employment opportunities.

Moreover, the use of IGBC-certified materials guarantees that our projects adhere to recognised green building standards, enhancing long-term sustainability of the built environment. Through these initiatives, PS Group reinforces its leadership in sustainable construction, demonstrating a balanced approach that benefits both the environment and the communities where we operate.

Efficiency in Material usage

PS Group demonstrates exceptional efficiency in material management, achieving a remarkable **100% material utilisation rate**- a testament to its precise planning, resource optimisation, and commitment to minimising waste. This incredibly usage rate underscores our meticulous approach to material procurement and utilisation. Materials are sourced based on Accurate

Material Requirement Planning (MRP), a systematic approach that calculates the necessary resources based on the project's Bill of Materials (BOM), inventory data, and timelines. This MRP ensures that only what is needed for a project is procured. This prevents over-purchasing, which not only reduces costs but also significantly cuts down on the risk of excess inventory and wastage.

Sustainable Material Management: Aluminium Formwork

One of the materials we use extensively in our projects is aluminium formwork. Known for its durability and reusability, aluminium formwork can be reused up to 150 times before it loses its structural integrity. Since 2017, we have tracked its procurement and reuse across our projects. A total of 77,367.41 kg of aluminium formwork has been utilised. Of this, 50.4% was reutilised from previous projects, demonstrating a significant material efficiency, while 49.9% was newly procured.

Notably, our projects Navyom and One-10 have reutilised 100% of the material since 2017, and no procurement of the material has been done so far.

Reusing aluminium formwork reduces costs and environmental impact by minimising raw material extraction and waste. By optimising reuse across future projects, we can enhance sustainability and cost-effectiveness in our construction processes.

The supply chain strategy relies on the detailed Bills of Quantities (BOQs) aligned with project design stages to provide accurate material forecasts, enabling informed procurement decisions and minimising cost overruns. Once materials are procured, advanced

inventory systems and real-time tracking ensure efficient usage across all construction stages, reducing waste and upholding our commitment to sustainability by minimising the environmental footprint of resources extraction and production.



Reuse and Recycling Materials

At PS Group, we are committed to reducing our environmental impact by integrating sustainable practices such as reusing concrete ingredients and minimising waste across our projects. By reusing coarse and fine aggregates from demolished structures, we reduce the need for virgin materials, thereby lowering CO2 emissions. These recycled aggregates are utilized in road construction, pavements, and non-structural elements, contributing to a circular economy. We also incorporate fly ash, a by-product of thermal power plants, as a partial replacement for cement in our concrete mixes. By replacing up to 30% of cement with fly ash, we not only reduce carbon emissions but also enhance the durability of our structures.

Additionally, we use Ground Granulated Blast Furnace Slag (GGBS), a by-product of steel manufacturing, as a partial placement for cement in Portland Slag Cement (PSC). This practice reduced CO2 emissions by approximately 30% and increases resistance to sulphate and chloride attacks, improving the lifespan of our structures. To further reduce waste, we reuse crushed concrete from pile head breaking for constructing site roads, resulting in a 20% cost reduction and extending the life cycle of footpaths. Moreover, wastewater from our Water Treatment Plants (WTP) is repurposed for landscaping and gardening, reducing freshwater consumption by 40% and ensuring compliance with environmental regulations.

Community Impact and Safety

We believe that sustainable material use not only benefits the environment but also positively impacts the community. By reducing construction waste and adopting sustainable practices, we create safer work environments and promote a circular economy that supports local communities. Our efforts to incorporate recycled and repurposed materials also contribute to cost-effective construction, making housing more affordable. We utilize packing wood retrieved from project sites for sauna room interiors and gate enhancements, while waste marble and granite are repurposed for tabletops, countertops, and stepping stones. Additionally, we compost food and vegetables waste generated by laborers during construction to produce manure for site trees, further supporting our sustainability goals.

Driving compliance and innovation for sustainable growth

At PS Group, we prioritise regulatory compliance and adhere to evolving sustainability standards. Our proactive adoption of ESG principles strengthens our corporate responsibility and instills confidence among investors and stakeholders. We continually explore innovative practices to drive industry progress toward a circular economy. For instance, we use WPC tubes for beautification and cladding in Multi-Level Car Parking (MLCP), repurpose electrical waste fish wire for creating artwork, and reuse PVC nets to cover openings in housekeeping canteen rooms. By embedding sustainable practices into our operations, we reinforce our position as a leader in responsible real estate development.

We also reuse cement bags for waste movement before selling them to recyclers, and we repurpose timber crates retrieved from packaging as furniture and sauna room interiors. These efforts have been successfully implemented in several of our properties, including Reserve and One10. By embedding sustainability in our core operations, we continue to lead by example, promoting responsible resource management and driving positive environmental and social impact.



Figure 1. Waste Plank reused as a rack

Strategic material repurposing and waste minimization at The Reserve

The Reserve, a flagship premium residential development in South Kolkata, exemplified the successful integration of advanced sustainability principles into its construction and operational framework. This commitment was achieved without compromising the project's renowned standards for quality, design, or luxury. As a cornerstone of the company's broader dedication to responsible resource management, The Reserve strategically implemented multiple upcycling and waste minimization initiatives across the site.



Key initiatives and sustainable practices

Throughout the project's execution, the development team meticulously identified opportunities to divert waste from landfills and reintroduce materials into the construction lifecycle. This systematic approach not only reduced environmental impact but also demonstrated creative resource stewardship.

Notable initiatives included:

- Optimised timber repurposing: Packaging wood, typically discarded as waste, was ingeniously repurposed for high-value applications. This included its use for internal paneling within sauna rooms, contributing to the project's premium amenity spaces, and for aesthetic enhancements at key entry points, elevating architectural appeal.
- High-value stone upcycling: Waste marble and granite offcuts, often destined for landfill, were transformed into functional and aesthetically pleasing elements. These materials were skillfully adapted for tabletops, countertops, and steppingstones, demonstrating a commitment to circular material flow and reducing reliance on virgin resources.
- Structural debris utilization: A significant byproduct of foundation work, pile breaking debris, was effectively utilized in construction internal site roads. This strategic application not only supported critical on-site logistics but also substantially minimized the demand for new aggregates, showcasing efficient resource stewardship.

Beyond these primary structural reuses, The Reserve also implemented comprehensive waste management for smaller, yet impactful, material streams. A dedicated food composting system was installed to manage organic kitchen waste generated by the workforce, converting it into nutrient-rich manure subsequently used for integrated landscaping within the premises. This fostered a closed-loop system for organic materials.



Furthermore, various forms of metal scrap, including MS angles, tubes, and steel, were adapted to create essential support structures for drainage systems, robust safety barricades, and plant supports. Sample tiles, often discarded, found practical application in utility areas such as drivers' washrooms, preventing unnecessary material disposal. The electrical fish wire waste was innovatively redirected to create site-specific artwork, contributing to functional aesthetics within the parking facility and emphasizing a unique approach to waste transformation.

These meticulously planned initiatives define a systematic and comprehensive approach to mitigating construction waste, significantly lowering the project's environmental footprint, and rigorously aligning execution with contemporary circular economy principles.

Supply chain management

The supply chain management system at PS Group encompasses every stage of procurement, from material planning to goods receipt and invoicing, integrating advanced controls to minimize risks and delays. We place utmost importance on the selection of our partners, ensuring their values and vision align with

our commitment to quality, sustainability and ethical practices. Our partnerships are built on shared goals of innovation, environmental stewardship, and long-term value creation. Our collaboration prioritises sustainable practices, resource efficiency and mutual growth.



Figure SEQ Figure * ARABIC 2. Our supply chain objectives for procurement of materials

Vendor selection

We adhere to strict environmental and social criteria when selecting vendors and supply chain partners. The vendor onboarding process involves preliminary screenings to evaluate suppliers on key environmental and social parameters. This ensures alignment with PS Group's sustainability and ethical standards. Vendors are assessed basis their requirements to take reasonable steps to protect the environment, prevent pollution, and comply with statutory norms related to air emissions, surface discharges, and effluents. Additionally, all partners must meet requirements outlined in ESG, EHS and HR-aligned checklists that address water and waste management, safety, child labour, safety and welfare, and climate resilience across projects. Notably, no incidents of non-compliance were identified during these screenings.

We expect our partners to implement solid waste management strategies, train their teams, and deploy

comprehensive waste management plans at project sites. Transparency and accountability are emphasised through ESG-aligned reporting mechanisms to stakeholders, including internal teams, external stakeholders and the public.

The efficiency of PS Group's supply chain management directly impacts the success of our projects. We plan to enhance our data collection processes by gathering more comprehensive information from vendors, enabling better tracking of material usage and performance. By leveraging this data, we aim to refine our supply chain practices, further promoting sustainability and reducing environmental impacts across all stages of our projects. This approach will support our vision of creating sustainable and world-class real estate projects.

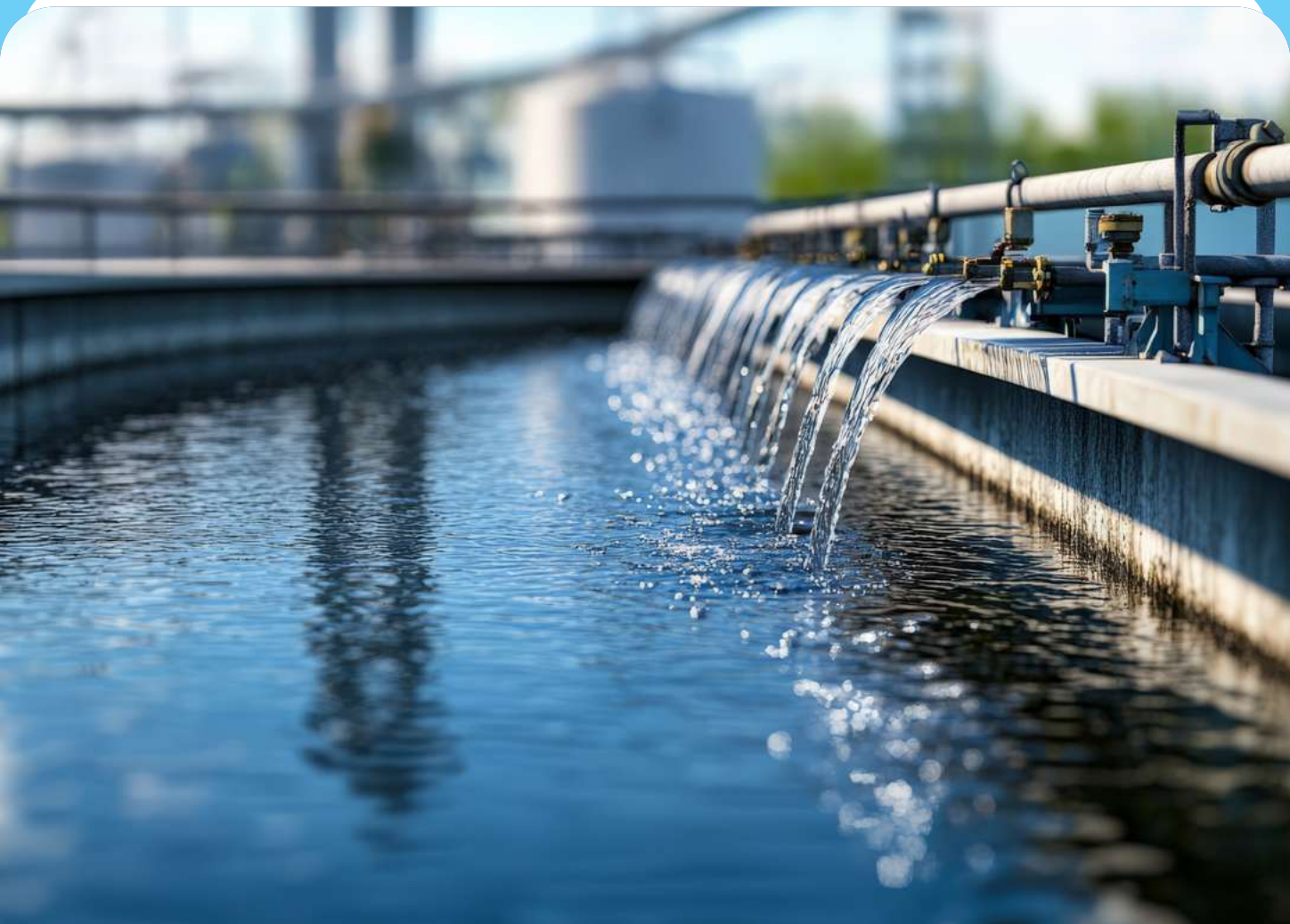
Water



To promote access to clean water and sanitation, PS Group is committed to implementing sustainable water management practices within the organization and encouraging responsible water usage among its stakeholders and supply chain partners.

“We must work to tackle global water crises now. There is no other option. The innovative solutions of today’s creative minds can safeguard the future of generations to come.”

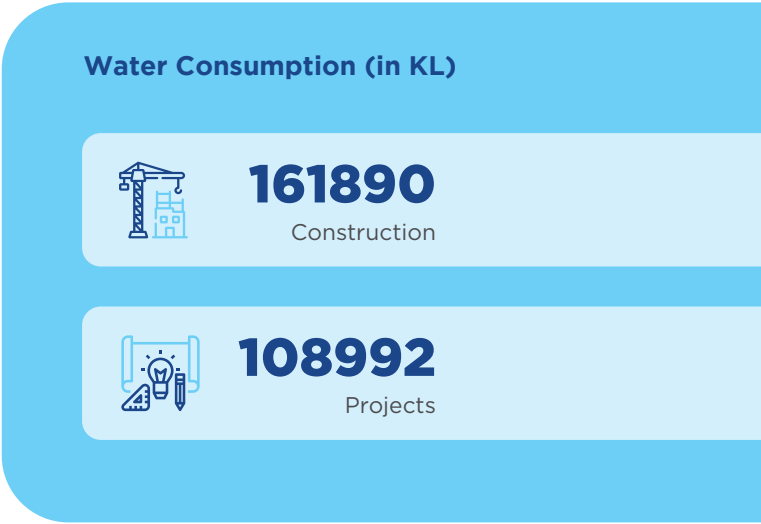
–H.E. Mr. Mark Rutte, Secretary General, NATO



The construction sector is a significant contributor to global freshwater withdrawal, with the industrial sector accounting for approximately 19% of total water use worldwide . 'Recognising the vital importance of water as a resource and its growing scarcity, PS Group is deeply committed to sustainable water management practices. Guided by the principles of SDG 6: Clean Water and Sanitation, we prioritise responsible water usage to minimize our impact on the local communities around our project sites and ensure long-term water security.

The graph illustrates our water consumption across two key areas: projects and construction activities. While the project-related water consumption includes activities such as landscaping, amenities, construction water usage pertains specifically to processes like concrete mixing, curing, and other site-based operations. As this report marks the beginning of our sustainability reporting journey, we are taking an important step in measuring and monitoring our water consumption. This data will

serve as a baseline to evaluate the impact of our water conservation initiatives and guide our sustainability efforts in the years to come.



As a standard, our designs ensure that **90% of the used water daily is treated and made fit for reuse** by our STP systems.

Parameters	Units	FY 2023-24
Total water consumption (Include completed projects and projects under construction)	KL	270882.4
Total per unit area (include completed projects and projects under construction)	In sq. m	671726.8
Total number of tenants	Value	82
Water consumption Intensity ² (per tenant)	KL/ value	1329.2
Water consumption Intensity (per unit area)	KL/ sq.m	0.4

(The data considered for these calculations was collected from the following projects:

Completed: 6 Rawdon Street, Anassa, Reserve, JIVA, Abacus, Esmeralda.;

Under construction: Montage, Dominion, Jade Grove, Quintessa, Emperador, Antares, Navyom, One 10 (PH-1, 2, 3), Vaanya.;

Water consumption Intensity (per unit area) measures the volume of water consumed per square meter of per unit area. It is calculated using the formula: total water consumption (for all projects- complete and under construction) (In KL)/ Total per unit area (In sq.m)

Water consumption intensity (per tenant) measures the volume of water consumed per tenant, providing insights into water usage efficiency after project occupancy. It is calculated using the formula: total water consumption (for completed projects) (In KL)/ total number of tenants))

¹ Sustainable Water Consumption in Building Industry: A Review Focusing on Building Water Footprint

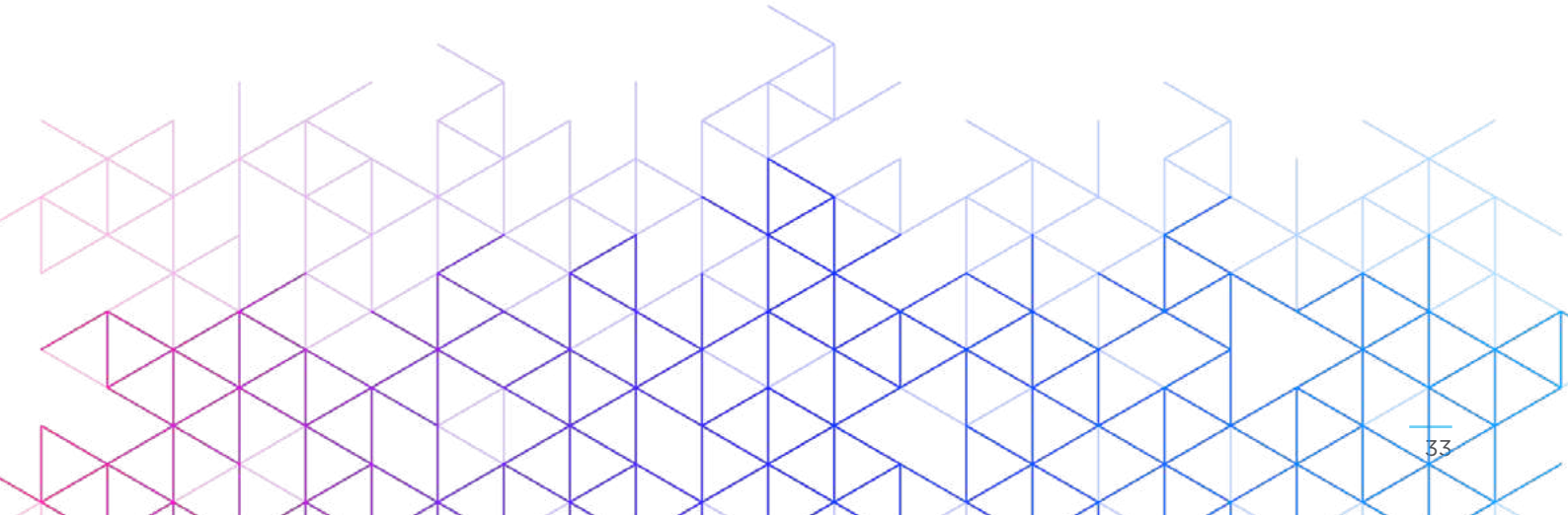
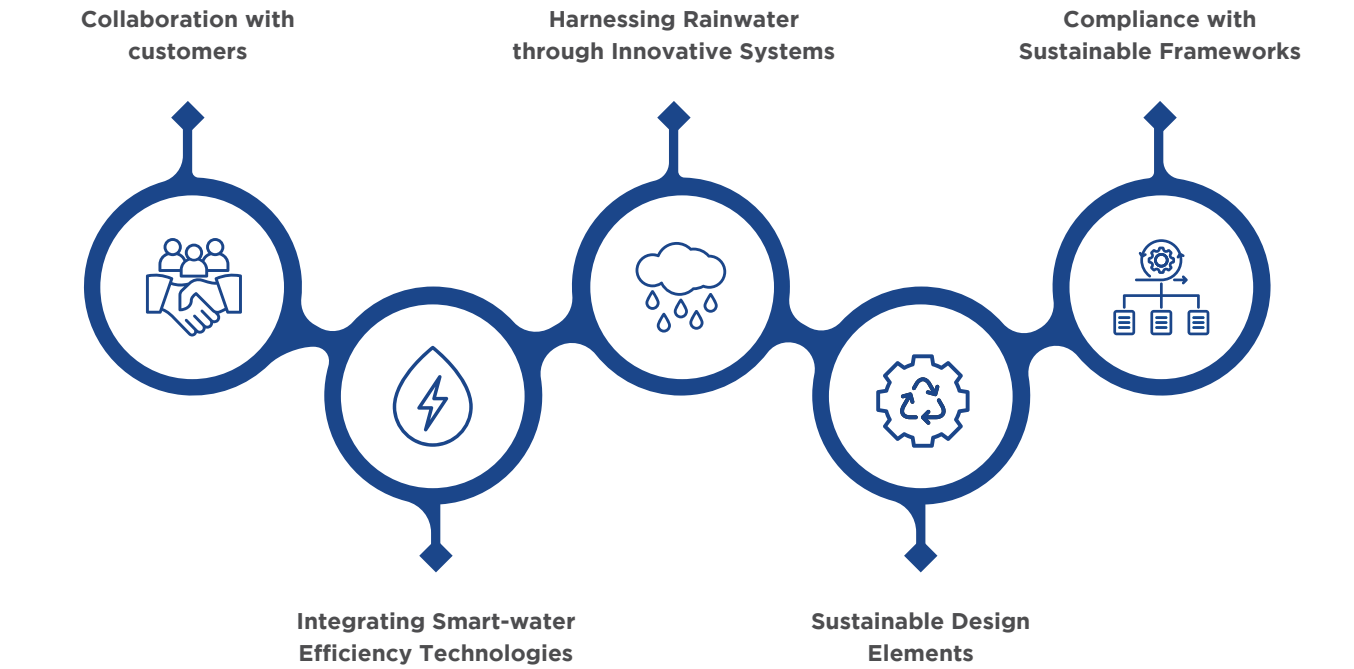
² Multiple metrics for quantifying the intensity of water consumption of energy production - IOPscience

We analysed our water consumption intensity to better understand and manage our resource efficiency. Our analysis shows that the water consumption intensity per tenant reflects the total water usage distributed across all occupied units. Additionally, the water consumption intensity per unit area indicates efficient water management across our projects, including those under construction.

The primary source of water for the projects is borewell extraction, ensuring a reliable supply for various operational needs. Groundwater is drawn from borewells to meet the daily requirements, supplemented by efficient water management practice to optimize usage.

Source	Total water consumption for projects that are complete (In KL) (A)	Total water consumption for projects under construction (In KL) (B)	Total water consumption (in KL)
Borewell	108992.4	161890.0	270882.4

At PS Group, our water conservation initiatives focus on integrating efficient resources management across all stages of construction and operations:



Collaboration with customers

At PS Group, we recognise that fostering a sustainable future requires collective responsibility. We extend our efforts beyond the completion and handover of projects to actively engage with our customers. By promoting awareness and encouraging responsible practices, we empower them to play an active role in conserving resources and protecting the environment. This includes:

- Educating the customers about proper maintenance and operation of water-efficient fixtures and systems

- Promoting the responsible use of rainwater harvesting systems and other sustainable technologies installed in the property
- Sharing best practices for water conservation and sustainable living, such as mindfulness while brushing teeth

Together, with our customers, we aim to create communities that not only enjoy sustainable living but also contributes to a greener, more resource-efficient future.

Guidelines brochure for customers found at all our properties

Turn off the tap

Turn off the tap while brushing teeth or when not in use. For every minute that a faucet runs, two gallons of water is used.

Use aerators

Use aerators in tap faucets and shower heads to avoid excessive use of water.

Cut your grass effectively

Keep your grass height at 2 inches to give it shade and help it retain moisture.



Water your lawn right

Water during sunrise or sunset to avoid losing water to evaporation.

Check for Leaks

Fix leaks promptly to avoid wasting water. A faucet leaking at one drip per second can waste 3,000 gallons a year.

Use a bucket

Use a bucket to wash cars or bikes instead of a hose.

Harnessing Rainwater through Innovative Systems

Our projects incorporate advanced rainwater harvesting (RWH) systems that collect and store rainwater for non-potable use such as landscaping and flushing, further reducing dependency on municipal water supplies. This initiative represents a vital step toward balancing water consumption with reuse, ensuring the availability of this essential resource for future generations.

Our rainwater harvesting system is structured around two key processes. The table below highlights the RWH capacities of some of our key projects:

- Rainwater collection and filtration:** Runoff from terrace areas is channeled into designated storage tanks. A bioswale drainage belt complements this by managing surface runoff from hardscapes and green spaces. After undergoing filtration, the harvested rainwater is allocated for domestic usage.
- Groundwater recharge:** RWH chambers with ample capacity are designed to facilitate natural groundwater recharge, optimising the utilisation of rainwater and contributing to long-term water security.

Project Type	Project Names	RWH Capacity (KL)
Projects under construction	Jade Grove	210
	Quintessa	100
	Navyom	225
	Vaanya	186
	Antares	26.4
	TOTAL	747.4
Projects completed (have received their construction certificate (CC))	Aurus	100
	Abacus	86
	Anassa	80
	One 10	73.4
	Hazelton	26
	TOTAL	1,112.8 KL

We have incorporated higher rainwater harvesting capacities in projects under construction, which accounts for nearly 67% of the total RWH capacity, compared to 33% in completed projects. This demonstrates our commitment to sustainable water management by enhancing on-site water conservation and reducing dependence on borewells.

By integrating larger RWH systems at the construction stage, we aim to maximise rainwater utilisation for non-

portable applications such as landscaping, flushing, and site maintenance. This approach not only helps in reducing groundwater extraction but also aligns with green building standards and regulatory requirements for water efficiency. Moving forward, we will continue to adopt advanced water-saving technologies to further optimise consumption and enhance long-term water security across our developments.

Compliance with Sustainable Frameworks

As part of our commitment to responsible corporate citizenship, we have integrated sustainable water management practices throughout our operations. In alignment with IGBC Green Home Norms, we are dedicated to reducing freshwater usage in construction processes by actively monitoring and optimizing water consumption year on year. To enhance water efficiency, we install low-fixtures that significantly reduce water usage without compromising functionality or performance. Additionally, we measure water consumption across key areas such as flushing, municipal water supply, and irrigation, ensuring adherence to IGBC guidelines. Through these efforts, we aim to set a benchmark for efficient water management in the real estate sector.



Water efficient technologies and Sustainable design elements

We incorporate water-efficient fixtures, such as low-flow taps and shower, to minimise potable water consumption while maintaining optimal performance. Additionally, our landscaping practices emphasise the use of native, drought-tolerant plants and exposed turf areas that require minimal irrigation, reducing water demand and supporting ecological balance.

Navyom, PG Group's flagship residential project, spans 10,45,592 sq. ft. and has earned GOLD pre-certification under the IGBC Green Buildings program. The project showcases a commitment to sustainability with a 46.75% reduction in potable water usage through advanced plumbing fixtures. It also features a 250 cu.m STP to treat 1,27,605.68 liters of wastewater per day.

The landscape design prioritizes water conservation by minimizing exposed turf areas and using native, drought-tolerant species for 68.92% of the 3,659.29 sq.m area, reducing irrigation needs. Navyom redefines luxury living with 40,000 sq. ft. of leisure amenities, including Kolkata's first residential sports arena and spacious, flexible homes designed for modern families. It's an exemplary model of sustainable urban development.



These efforts in water management, including the implementation of rainwater harvesting systems and adherence to IGBC Green Home norms, are not just about immediate benefits. They are integral to our commitment to consumer and generational wellbeing. By conserving water

and promoting sustainable practices, we ensure that our customers enjoy a healthier living environment today while preserving essential resources for future generations. This holistic approach underscores our dedication to creating a sustainable and thriving community for all.

Energy and emissions



We are dedicated to decreasing reliance on traditional energy sources and expanding the use of renewable energy across our portfolio. To enhance our renewable energy share, we have implemented solar panel installations at our commercial properties.

“It would be a mistake to see the climate only through the prism of threats. As we take concrete actions to reduce emissions and avoid the impacts of climate change, we have an opportunity.”

–Anthony Blinken, Ex-US Secretary of State



The global demand is growing rapidly at an annual rate of 2.2%, fueled by economic globalization and regional expansion, which continues to drive the growing need for residential and urban spaces. Consequently, the construction industry has become the largest energy-consuming sector, accounting for 36%³ of global energy use. At PS Group, we are committed to reducing reliance on traditional energy sources and expanding the use of renewable energy across our projects. By integrating energy-efficient technologies, clean energy solutions, and innovative practices, we aim to contribute to a low-carbon transition that prioritises sustainability and environmental stewardship.

Our primary sources of energy consumption include high-speed diesel (HSD) and grid electricity, with a significant focus on solar power. While grid electricity remains a key source, we are committed to reducing our dependence on renewable sources by the integration of solar energy, which helps to offset traditional energy use and reduce our carbon footprint. Our energy consumption for the FY 23-24 is highlighted in the table below:

Accounting for emissions

Emissions management plays a crucial role in our climate action strategy. Through a multi-faceted approach, we promote the adoption of clean energy, implement energy-saving initiatives, and offset emissions through afforestation and active land-use projects. This holistic strategy reflects our commitment to protecting the environment for future generations, enabling a more sustainable approach to family time and community well-being.

As part of our sustainability strategy, we focus on managing our greenhouse gas emissions to significantly reduce our environmental footprint. Accounting for

Type	Unit	FY 2023-24
Direct energy (fuel- HSD)	Litres	24,476.56
Grid electricity	kWh	36,54,649.00
*Solar energy	kWh	3,58,900.00
*Energy consumption intensity ⁴ (the amount of grid electricity consumed per unit area of a project)		
	kWh/m2	5.882

(***Solar energy**, the data for calculating the consumption of solar energy was taken from the following projects: Anassa, 6 Rowdon Street, Hazelton, Dominion, JIVA, Emperador, Montage, One-10; ***Energy Consumption Intensity** refers to the measure of amount of grid electricity consumed per unit area of a project)

As we continue to enhance our energy management systems, we will be managing our energy consumption data more effectively, improving our processes for accurate monitoring and reporting. This will enable us to make informed decisions, optimize energy use as we progress towards our sustainability goals.

Scope 1 emissions would help us manage our fuel use, while Scope 2 emissions would ensure transparency in energy consumption and our dependence on grid electricity. In calculating the emissions factors for Scope 1 emissions, we adhere to the guidelines set forth by the United Kingdom Department of Environment, Food & Rural Affairs (UK DEFRA) for greenhouse gas reporting. While for Scope 2 emissions, we adhere to the guidelines set forth by the Central Electricity Authority (CEA) in accordance with the relevant CDM methodologies. We ensure accuracy, consistency, and comparability in our emissions reporting by relying on these globally recognised emission factors.

³Green building practices to integrate renewable energy in the construction sector: a review | Environmental Chemistry Letters

⁴Energy Use Intensity Estimation Method Based on Façade Features

⁵Source of Grid Electricity Emission Factor: CEA CO2 Baseline Database for the Indian Power Sector Version 20.0

⁶AppendixC.pdf

Emission Type	Unit	FY 2023-24
Scope 1 Emissions (Direct energy; fuels)**	tCO ₂ e	148.82
Scope 2 Emissions (grid electricity) ^{5***}	tCO ₂ e	2,656.93
Emissions avoided (solar electricity)	tCO ₂ e	260.92
*GHG Emissions intensity ⁶	tCO ₂ e/m2	0.004

((****Scope 1 emissions** were calculated using data on fuel consumption and grid electricity usage collected from the following site locations: Navyom, One 10, Mohammadpur, Vaanya, 17 No Radhanath, 11 Sarat Bosr Road, and Jade Grove, Avayanna, Bouganvilla; *****Scope 2 emissions** were calculated using data on consumption of electricity purchased from the following site locations: 6 Rowdon Street, Anassa, Montage, Dominion, Jade Grove, Quintessa, Emperador, Antares, Navyom, Reserve, JIVA, One-10, Vanya; ***GHG Emissions Intensity (Scope 2)** refers to the measure of amount of GHG emissions generated from purchased electricity per unit area or per unit of output))

This report marks our first step in calculating and accounting for emissions, setting a baseline for future emissions measurement and management. Establishing this baseline would allow us to better understand our current impact and will serve as a foundation for tracking progress, identifying opportunities for reduction, and implementing strategies to minimise our environmental footprint moving forward.

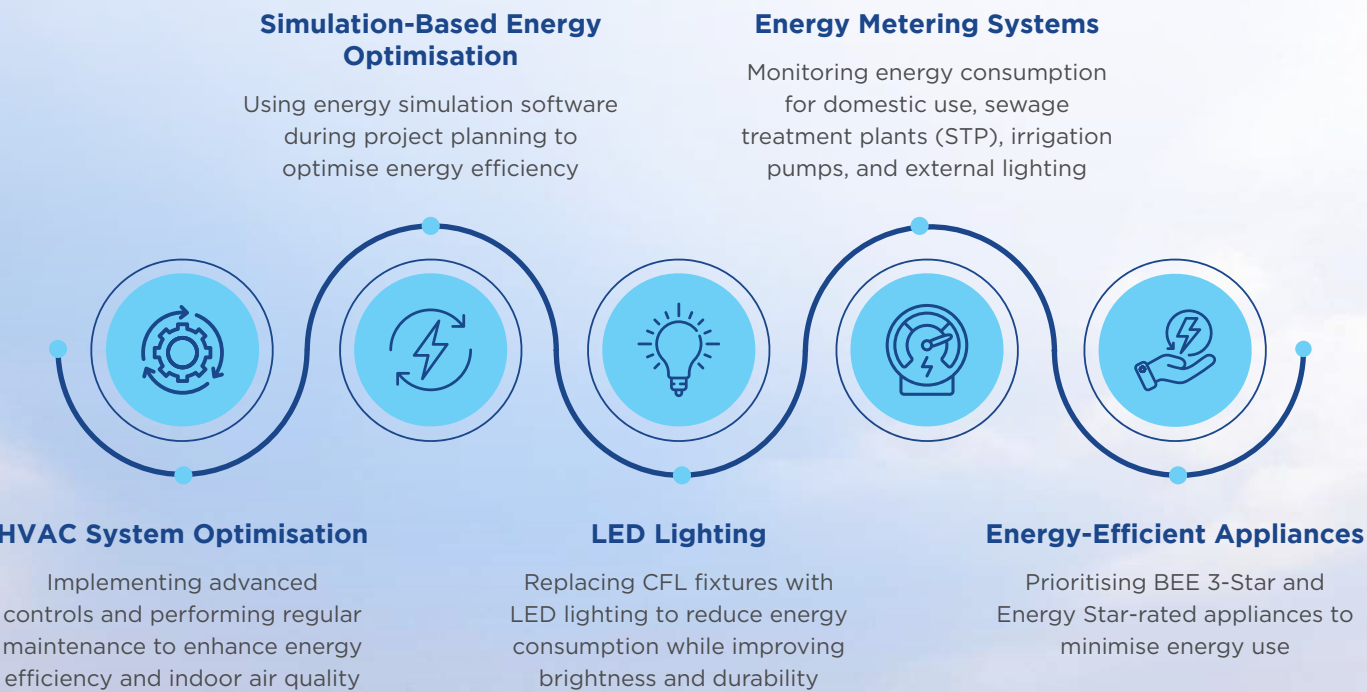
We have successfully integrated renewable energy through solar across our projects, making a significant contribution to our sustainability efforts. This initiative has resulted in **avoided emissions of 260.92 tCO₂e**, highlighting our commitment to reducing our carbon footprint. In a baseline scenario, if we had relied on grid electricity instead of solar energy, these emissions would have been significantly higher. By harnessing solar power, we are actively decreasing our reliance on conventional energy sources and contributing to the global transition toward cleaner energy.

This shift to renewable energy not only supports our environmental goals but also enhances the long-term energy efficiency of our projects. It aligns with our broader strategy to adopt low-carbon technologies, reduce operational costs, and promote sustainable practices that benefit both the environment and our communities. The avoided emissions underscore the positive impact of integrating solar energy solutions in construction and operation, helping us move close to reduced carbon footprint goals.



Adoption of Clean Energy and Energy-saving Initiatives

We are committed to incorporating energy-efficient technologies and systems in our projects. These include:



Energy Efficiency and Sustainability at One-10 Thakdari

The One-10 Thakdari project, located in Newtown, spans a built-up area of 1,961,920 sq. ft. and has been certified **GOLD** under the IGBC Green Homes framework. This project exemplifies PS Group's commitment to integrating energy-efficient and sustainable measures into residential developments, reducing environmental impact while ensuring cost savings for residents.

Heating and Cooling Systems

Each residential unit is equipped with DX-type package terminal air conditioners with a high Coefficient of Performance (COP) of 3.1. This ensures optimal energy efficiency in maintaining thermal comfort for occupants.

Renewable Energy Integration

The project incorporates solar installations with capacities ranging from 2.5% to 30% of total energy requirements. Additionally, solar water heating systems cover up to 95% of hot water demand, significantly reducing reliance on conventional energy sources.

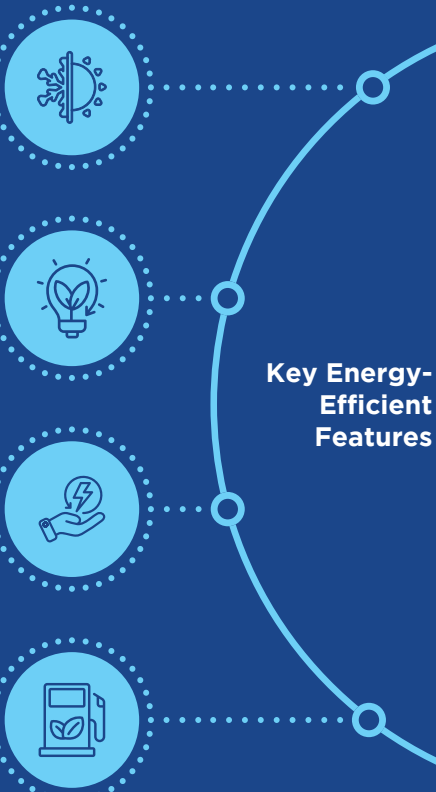
Energy-Efficient Appliances

BEE 4-star rated pumps and motors, as well as equipment with efficiencies exceeding 60% (for pumps) and 75% (for motors), have been implemented. This contributes to a significant reduction in energy usage and operational costs.

Renewable Energy Integration

To further diversify energy sources, hybrid distributed power generation systems utilizing biofuels and other non-fossil-based fuels are integrated, ensuring cleaner energy production.

Key Energy-Efficient Features



Lighting Efficiency Measures:

The project employs advanced lighting systems with low power density allocations, including:

2.80 W/m² Common areas	7.56 W/m² Clubhouses	5.0 W/m² Living spaces
1.25 W/m² External areas	1.75 W/m² Parking areas	

These measures ensure minimal energy consumption while maintaining adequate illumination.

Comprehensive Energy Monitoring:

Energy metering systems have been installed across key areas such as domestic use, Sewage Treatment Plants (STP), irrigation pumps, and external area lighting. This enables accurate tracking of energy usage, helping optimize consumption patterns.

Performance Results:

Energy simulation software, including Visual DOE 4.1, was used to evaluate the energy performance of One-10 Thakdari. The project demonstrated a 6.28% improvement in energy efficiency over baseline models, meeting IGBC Green Homes Version 2 standards. These measures not only enhanced operational sustainability but also ensured significant cost savings for residents.

Impact:

Through the integration of these advanced energy conservation measures, the One-10 Thakdari project showcases PS Group's dedication to sustainable urban development. This case study serves as a benchmark for leveraging renewable energy, energy-efficient technologies, and innovative practices in residential projects to contribute to climate action and long-term sustainability goals.



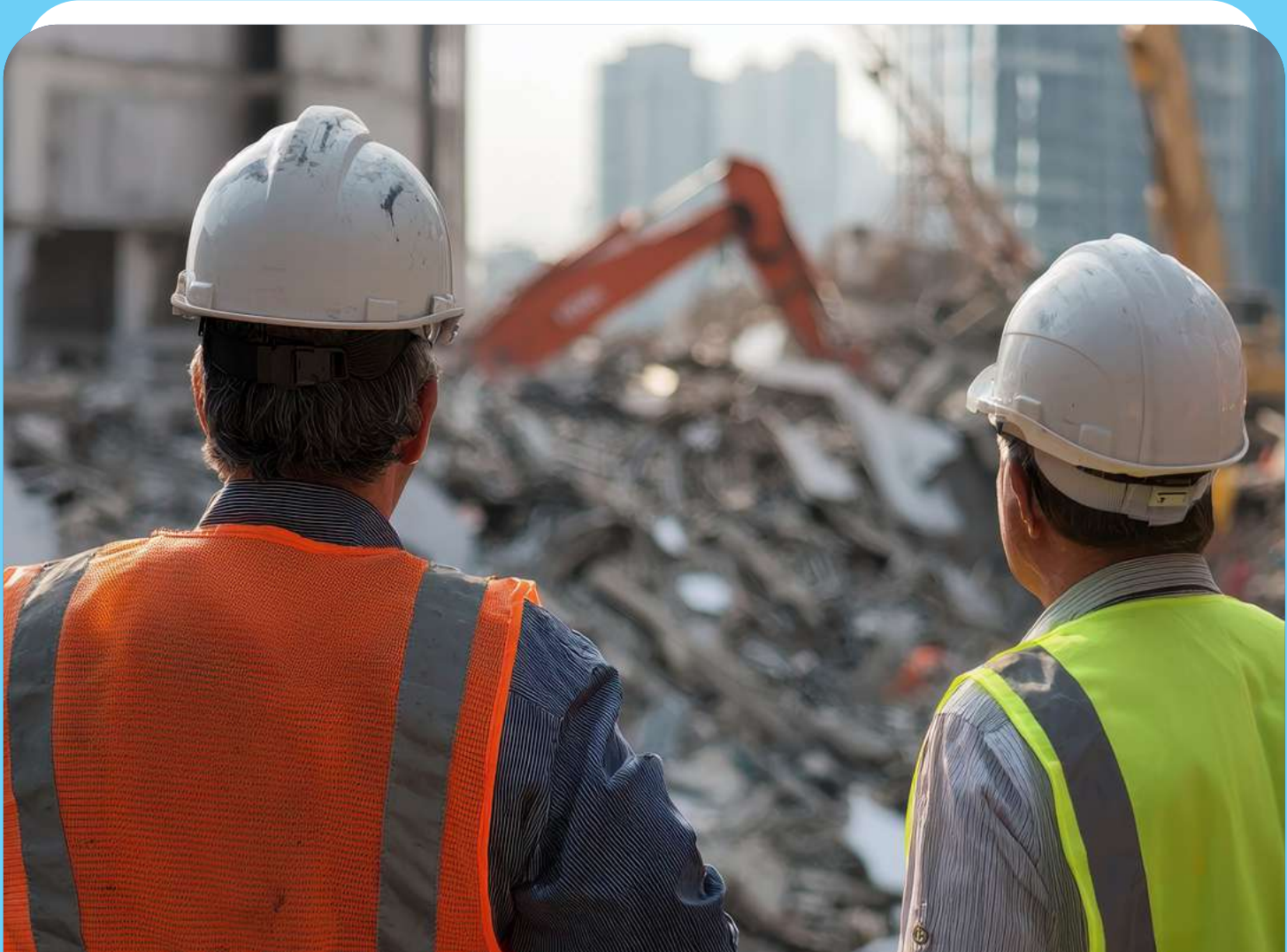
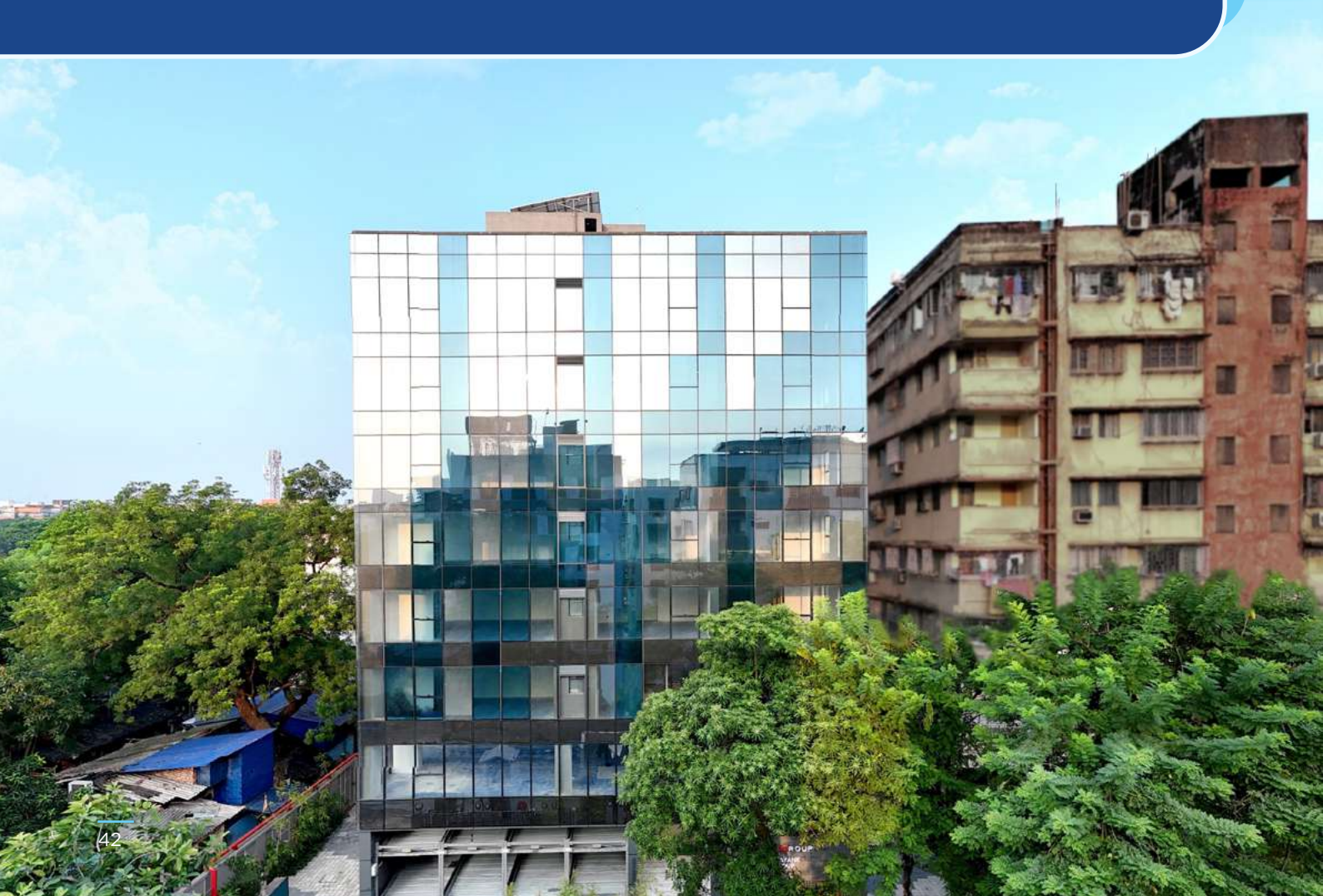
Waste



We are committed to promoting resource efficiency and minimizing waste in our operations. This includes tracking and measuring our consumption patterns, adopting sustainable procurement practices, and fostering a culture of mindful consumption across our value chain.

“Part of our problem in moving towards circularity is most people neither see the importance of it nor exactly know how to do it.”

–John Elkington, Co-Founder, Volans Ventures



The construction and demolition sector produces an immense volume of waste, generating over 3.57 billion tons of C&D waste globally each year. In the dynamic realm of construction, effective waste management is a cornerstone of our sustainability strategy at PS Group. The industry’s operations produce a variety of waste materials, including hazardous substances, presenting significant environmental and operational challenges.

Recognising these, we view waste management not merely as an environmental obligation but as a strategic imperative. By integrating responsible practices, we aim to create value across the lifecycle of our projects, safeguard the health and safety of our workers and enhance operational efficiency. This approach reinforces our commitment to driving sustainable progress in every facet of our business.

Waste generation and its handling

We generate a diverse range of waste across our operations, each requiring specific handling strategies to minimise environmental impact and ensure safe disposal. We actively monitor and manage the waste generated across our projects, ensuring minimal environmental impact. Our structured waste management plan ensures that all waste is segregated, treated, reused, or disposed of responsibly. By implementing targeted systems and sustainable practices, we aim to reduce landfill dependency while maintaining health, safety, and environmental standards. Below is an overview of the types of waste we manage and the measures adopted for their handling.



Type of waste	Source	Handling measures
Organic waste	Household kitchen and garden waste	Treated using organic waste treatment systems, 100% landfill diversion
Chemical spills	Diesel, paints, thinner, shuttering oil, acids, gases	Managed with emergency protocols, spill kits, neutralisation processes, and safe disposal methods
Hazardous waste	Paint containers, waste oil, chemical-soaked materials	Prevention, minimization, and authorised disposal by certified handlers
Construction waste	Concrete, steel, paint cans, vitrified tiles	Reused, recycled, or safely sent to landfills depending on material type and condition
E-waste & Dry waste	Damaged electronics, paper, plastics, metals	Segregated and managed through partnerships with certified recycling vendors

Construction waste constitutes a majority of the waste we generate, including materials such as concrete, steel, paint cans, and vitrified tiles. Through our focused recycling and reuse efforts, **50% of the construction waste is successfully diverted from being sent to landfills**. However, certain materials like the vitrified tiles, which are harder to recycle, are sent entirely to landfills. As we advance our sustainability strategy, we are striving to achieve 100% recycling of all waste, including challenging materials like vitrified tiles.

accounts for the largest share at approximately 44.7% of the total waste, followed by steel at 39.5%. Notably, 100% of these materials are recycled or reused, reflecting our strong commitment to sustainable waste management practices and resource circularity. Our other projects have noted similar patterns. Our commitment is further prioritized through our efficient material procurement by carefully estimating the exact quantities needed for our projects, ensuring minimal surplus, eliminating unnecessary waste.

For our project Vyom, we noted that among the other primary materials generated, construction debris

Initiatives for waste management

For us, waste is not just a responsibility but an opportunity to innovate, reduce environmental impact, and drive sustainability. We are continuously developing and implementing initiatives that are aligned with our commitment to a circular economy and response

resource management. Our efforts include waste treatment technologies, effective segregation at source, and a strong emphasis on recycling and reuse, ensuring minimal waste sent to landfills.

Advanced Waste Treatment

PS Group has collaborated with industry leaders, Reddonatura India Private Limited and Excel Industries Limited to implement state-of-the-art organic waste treatment solutions. These partnerships have enabled us to deploy fully automated systems with **treatment capacities of 500 kg/day and 150 kg/day**, respectively. These systems efficiently convert organic waste into

compost, which can be repurposed for landscaping and gardening, reducing the need for chemical fertilizers and closing the loop on organic waste disposal. This proactive approach ensures that all organic waste generated across our projects is treated and not sent to landfills, contributing to a significant reduction in waste sent to the environment.

Fully Automated Organic Waste Treatment SystemSSs

At PS Group, sustainability is at the core of our operations, and waste management is a key focus area. To address the challenges of organic waste, we installed a fully automated organic waste treatment system by Reddonatura India Pvt. Ltd., at one of our flagship projects. This system efficiently processes 1,392 kgs of organic waste per day, accommodating to 5,569 occupants at the flagship project.

With a treatment capacity of 1,500 kgs per day, this system converts 100% of the organic waste into nutrient-rich compost that is repurposed for landscaping and maintaining green spaces within the community. By integrating this solution, we not only minimise the burden on landfills but also create a closed-loop system that promotes environmental sustainability and resources efficiency. This initiative reflects our ongoing commitment to reducing waste and fostering greener communities.



⁷Recycling Construction and Demolition Waste in the Sector of Construction - Patil - 2024 - Advances in Civil Engineering - Wiley Online Library

Segregation at source

We recognise that effective waste management begins with segregation at the point of generation. To streamline this process, PS Group has implemented a robust waste segregation system on all project sites. We provide color-coded bins to ensure that all materials are separated into distinct categories such as organic waste, recyclables, hazardous waste, biomedical waste, e-waste, and

construction debris. This initiative ensures that each type of waste is appropriately handled and processed in accordance with regulatory standards, significantly reducing cross-contamination and improving recycling rates. Our commitment to source segregation allows us to maximise the efficiency of recycling processes and reduce overall waste generation.

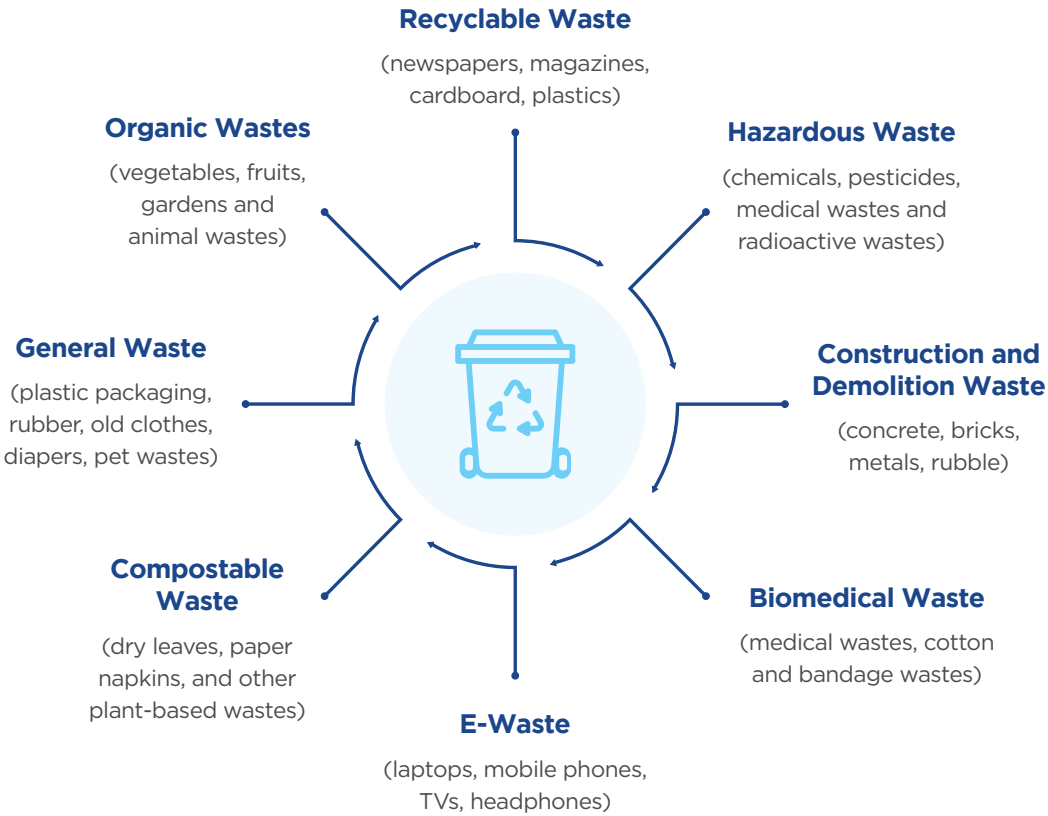


Figure SEQ Figure * ARABIC 2. Our supply chain objectives for procurement of materials

Recycling and reuse

PS Group takes pride in being a leader in the reuse and recycling of construction materials. Our materials are fully recycled, ensuring that these resources are not lost in landfills. We prioritise the use of recycled content in our construction activities, such as incorporating flyash bricks into our building processes. These initiatives

not only reduce the need for virgin materials but also promote a sustainable, circular economy. Our ongoing partnerships with certified recycling vendors ensure that all recyclable materials are processed in an environmentally responsible manner, conserving valuable natural resources.



Figure 2. Scrap WPC Tubes used for MLCP Decorations

Chemical spill management

Chemical spills can have devastating effects on the environment, which is why PS Group has developed a comprehensive spill response plan. This plan includes details protocols for managing different types of chemical spills, such as organic chemicals, acids, and gases. We equip all sites with spill kits and conduct regular training for our teams to ensure a swift and

effective response in the event of a spill. Additionally, we have implemented neutralisation processes for hazardous substances, ensuring that spills are safely contained and disposed of in accordance with environmental safety regulations. By taking a proactive approach to chemical management, we minimise the risk of environmental contamination and promote a culture of safety.

PS Group’s Sustainability Initiatives in Hospitality



At PS Group, we are committed to sustainability, and our hospitality division plays a key role in our mission. We identified several areas within our operations where we could reduce waste, improve efficiency, and promote environmentally friendly practices.

One of our major initiatives involved eliminating plastic bottles in the conference rooms. We replaced them with glass bottles and introduced separate bins for plastic waste at employee touch points to facilitate proper recycling. This shift alone significantly reduced our plastic consumption and the overall environmental footprint.



We also redefined our food service approach by replacing physical menus with digital QR code-based menus, reducing paper waste while offering a more convenient and hygienic solution for both staff and clients. The new menus were strategically placed across all client touchpoints and in the staff cafeteria. To streamline our canteen operations, we implemented a digital ordering system. The orders are now placed through an automated system, and the food is delivered efficiently, reducing unnecessary packaging and wait times.

Removing Packaged Water

To further advance our commitment to sustainability, we transitioned from using plastic bottles to reusable glass bottles. In FY 2023-24, approximately 28,800 plastic bottles (2,400 monthly) were used annually, with a monthly expenditure of INR 25,300 on packaged drinking water. This number has drastically reduced to just 600 bottles for this entire year- reflecting a remarkable 97.92% decrease in plastic consumption.



By implementing water dispensers and switching to glass bottles, we have not only achieved significant cost savings but also minimized environmental impact. These efforts underscore our ongoing dedication to promoting sustainable practices and reducing waste across our operations, benefitting both our employee and clients.

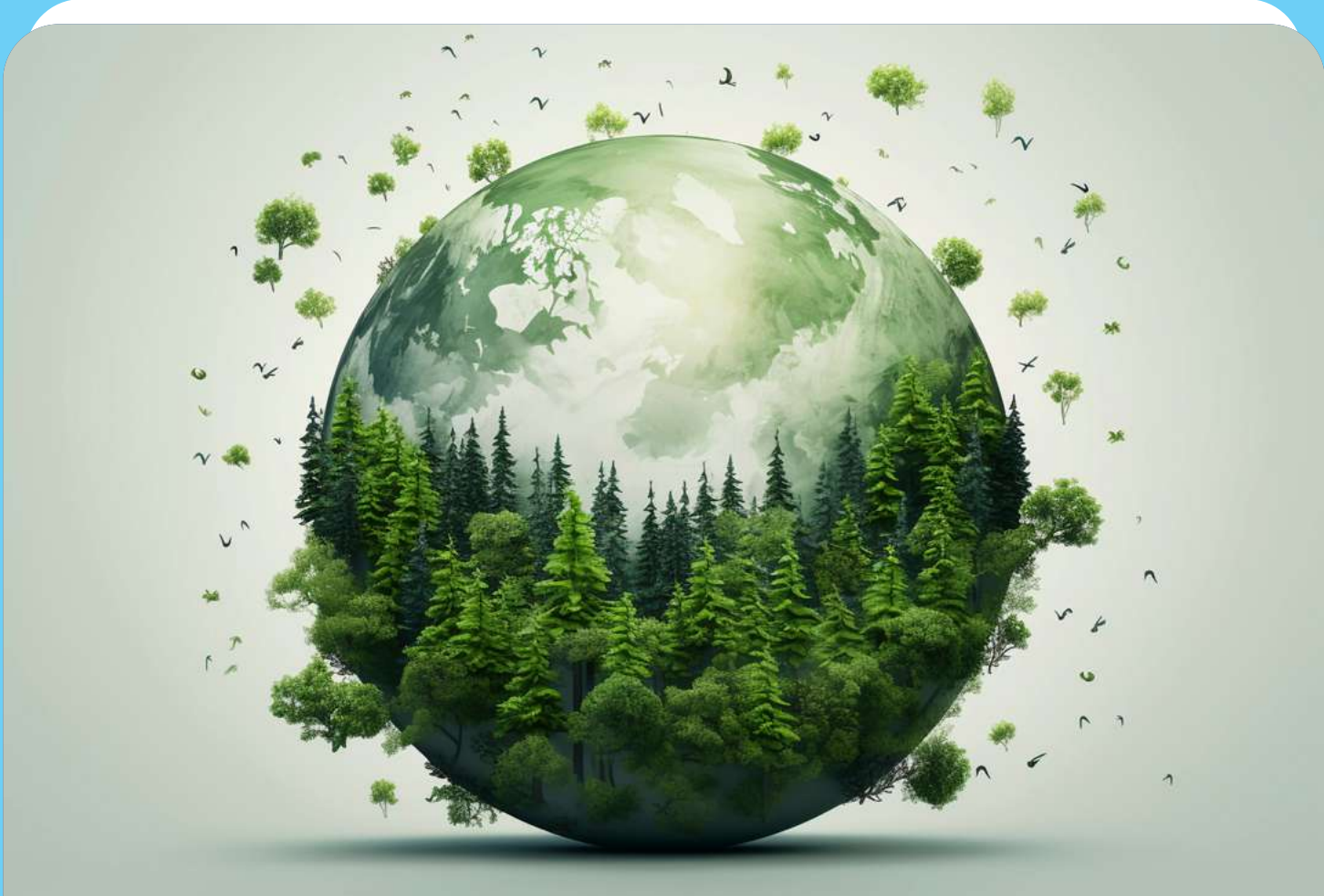
Biodiversity



We are dedicated to preserving terrestrial ecosystems through reforestation and biodiversity conservation. Our initiatives include creating green belts around project areas, planting trees, and ensuring sustainable land management practices to restore and protect natural habitats.

“The destructive financing of nature must cease, businesses must accelerate corporate action to address nature loss and governments need to put in place legislation to reward nature-positive outcomes.”

–Eva Zabey, CEO, Business for Nature



At PS Group, the preservation of biodiversity is more than a commitment- it is a deeply rooted value. As part of our value system, when working on projects, we prioritise preserving biodiversity by designing around the existing biodiversity system rather than eliminating it, embodying the respect for nature and dedication to conserving the environment. Our approach to biodiversity conservation focuses on protecting ecosystems, minimising environmental impacts, and restoring natural habitats. The aim is to balance urban

development with ecological preservation, ensuring that future generations inherit a thriving environment.

Operating primarily in Kolkata, PS Group ensures its projects are designed to protect biodiversity. During the reporting period, none of our projects were located in environmentally sensitive areas or near critical biodiversity zones. Our total land use spans over 6 million square feet of IGBC-accredited green developments, all reflecting a commitment to sustainable practices.

Green Cover Initiative

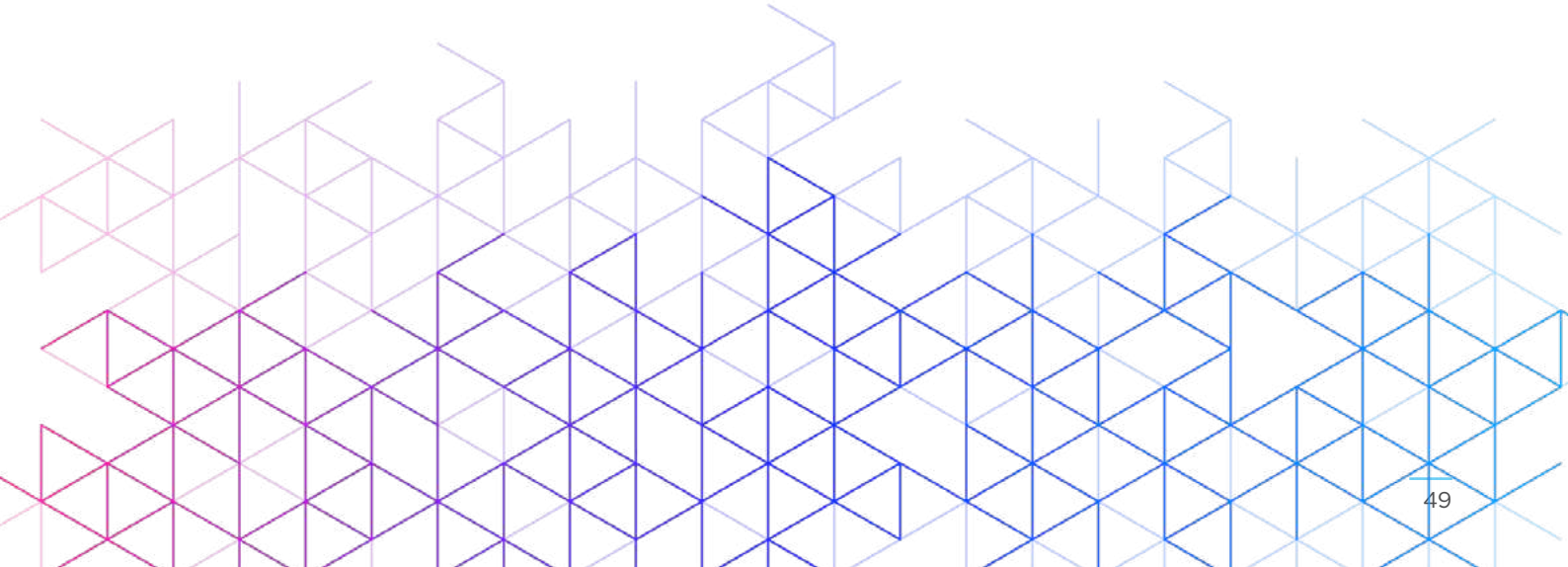
During the FY 2023-24, we undertook a massive green cover initiative, planting over 2,46,053 trees planted under our Green Cover Initiative and shrubs across our projects. Of this, 92% were shrubs, while the other 8% were trees. The majority of the plantations were carried out across five flagship projects:

61.21%	15.23%	10.44%	8.98%	3.57%
One 10: accounting for	Hazeltown: accounting for	Jiva: accounting for	Ananta: accounting for	6 Rowdon Street: accounting for

We prioritise the environmental integrity of the areas in which we operate, hence we conduct thorough Environmental Impact Assessments (EIA) before commencing any construction activities. These assessments are a critical step in identifying crucial environmental risks and ensuring the local ecosystems are not adversely affected. By evaluating factors, such as soil quality, water resources, and air quality, we can pinpoint areas where the project could have unintended ecological consequences.

construction practices are aligned with our commitment to preserving the environment. Additionally, these assessments provide us with valuable insights into how we can enhance sustainability in our projects, helping us identify opportunities for reforestation, conservation efforts, and minimising carbon footprint. It is through these assessments in the early stages of our project lifecycle, that we are able to make informed decisions and implement solutions that will minimise harm and promote environmental resilience.

The assessment further allows us to develop effective strategies for mitigating negative impacts, ensuring the



Tree relocation and plantation

We ensure the trees that are impacted during construction are carefully relocated to alternative, pre-identified sites, ensuring that they continue to contribute to the surrounding ecosystems rather than being lost. This initiative is integral to maintaining the integrity of the local flora and fauna, as it helps minimise disruptions to wildlife habitats and local ecosystems. So far, we have restored **125 mature trees**.

In addition to relocation, we ensure that any trees we remove during construction are replaced by an equal number of new trees. This practice promotes a sustainable balance in the green cover and actively contributes to reforestation efforts. By planting a diverse variety of tree species, we foster stronger ecosystems that are more resilient to environmental challenges.

Revitalisation of water bodies

Over the last five years, PS Group has **undertaken the revitalisation of eight large water bodies**, recognising a critical role in sustaining local ecosystems, enhancing biodiversity, and improving the overall environmental quality of the areas surrounding our developments.

These water bodies are not only valuable for maintaining the ecological balance but also serve as vital resources for the community, providing space for recreation and supporting local wildlife.



Revitalisation of Nature Study Park and Pond Ecosystem by PS Group

Introduction

Nestled in the heart of Kolkata, the Nature Study Park has long served as a serene retreat for morning walkers and evening strollers. Recognising the need to restore and enhance the park's ecological balance while enriching visitor engagement, PS Group undertook a comprehensive revitalisation project. The initiative focused on reorganising the park layout, introducing interactive and educational features, and integrating sustainability measures to create a harmonious blend of nature and community interaction.

Need for revitalisation

Over time, the park has witnessed environmental degradation, with the pond's water quality deteriorating and the surrounding greenery losing its vibrancy. The park's infrastructure lacked interactive elements that could inspire environmental learning and active community participation. Additionally, the deteriorating concrete embankment had weakened the connection between the pond and its natural surroundings, reducing the ecological vitality of the space.

Enhance biodiversity and improve pond ecology : Restore the aquatic ecosystem through habitat enrichment and water quality improvements



Introduce nature study components : Foster environmental awareness by incorporating educational elements and experiential learning



Upgrade infrastructure and amenities : Provide diverse recreational and fitness opportunities for all age groups



Promote sustainability and community engagement: Implement energy-efficient solutions and involve the local community in maintaining the park's ecological balance



Integrating sustainable energy solutions: Ensuring energy efficiency through solar installations and eco-friendly designs



The revitalisation project was guided by a vision to transform the Nature Study Park into a model of sustainable urban green space that fosters environmental learning and community engagement.

Key interventions



Community engagement and long-term sustainability

Community engagement was central to the project, with regular awareness campaigns, clean-up drives, and planting activities fostering a sense of ownership and responsibility among residents. Workshops and interactive sessions introduced children and local residents to environmental conservation practices, strengthening community bonds and encouraging long-term stewardship of the park. Sustainable monitoring and maintenance practices were implemented to ensure the park’s continued ecological health. Periodic assessments of water quality and biodiversity help maintain the pond’s balance, while regular maintenance of park amenities and consistent community engagement sustain the park’s ecological and social value over time.

Community engagement and long-term sustainability

Community engagement was central to the project, with regular awareness campaigns, clean-up drives, and planting activities fostering a sense of ownership and responsibility among residents. Workshops and interactive sessions introduced children and local residents to environmental conservation practices, strengthening community bonds and encouraging long-term stewardship of the park. Sustainable monitoring and maintenance practices were implemented to ensure the park’s continued ecological health. Periodic assessments of water quality and biodiversity help maintain the pond’s balance, while regular maintenance of park amenities and consistent community engagement sustain the park’s ecological and social value over time.

Impact and outcomes

The ecological impact of the project has been significant, with the restoration of the pond ecosystem revitalising aquatic life, improving water quality, and providing a habitat for diverse bird and insect species. The addition of 18,500 new plants enhanced green cover, contributing to better air quality and creating a more vibrant natural environment. The educational and recreational impact has also been profound. The outdoor library and nature-based learning components have sparked environmental curiosity and awareness among visitors, while the diverse recreational spaces, including fitness zones and play areas, have promoted active lifestyles and increased community interaction.

From a community and social perspective, the revitalised park has attracted increased footfall, transforming it into a dynamic and inclusive space for social interaction and community bonding. It has become a hub for environmental education and wellness, fostering a deeper connection between residents and their natural surroundings.

Conclusion

The revitalisation of the Nature Study Park by PS Group standards as a model of sustainable urban development, demonstrating how ecological restoration, community engagement, and innovative design can create a thriving natural space in the heart of a bustling city. By balancing environmental conservation with inclusive recreational opportunities, the project has transformed the park into a vibrant hub where nature and urban life coexist in harmony. With continued monitoring and community participation, the Nature Study Park promises to remain an inspiring and sustainable oasis for generations to come.

Our People



To foster sustainable urban development while creating meaningful environment for our people, encouraging shared experiences, strengthening connections, and enhancing quality of life, all rooted in a commitment to sustainability and social responsibility.

“The greatest threat to our planet is the belief that someone else will save it.”

–Robert Swan, Environmentalist



At PS Group, our work goes beyond constructing buildings, we create spaces that enable families and communities to flourish for generations. By embedding sustainability and social responsibility into every project, we aim to provide environments that support meaningful connections, encourage shared experiences, and enhance the quality of life. We strive to address the needs and concerns of all stakeholders by aligning our activities with real estate best practices. We aim to foster positive changes in our culture, society, and communities, while mitigating any negative impacts whenever possible.

Our approach, “Buildings and Beyond,” is rooted in designing spaces that foster togetherness and balance. Each development is carefully planned to meet the

practical and emotional needs of those who call it home. From creating green areas where children can play freely to building spaces that support family time and community interaction, our goal is to create neighborhoods that bring people closer while preserving the environment for the future.

PS Group is dedicated to promoting growth, addressing inequalities, and promoting inclusivity. By doing so, we empower communities and improve quality of life, consistently aligning our operations with the principle of “Building Sustainable Communities for Generations”. This chapter delves into our initiatives in employee well-being and development, health and safety, corporate social responsibility, and human rights.

Skill Development and Training

PS Group emphasizes the importance of continuous learning and development for all employees. We provide training and resources to help employees understand and manage their biases, fostering a culture of respect and inclusion. This commitment to education and awareness ensures that all our employees can contribute to a positive and productive work environment. PS Group’s Management and the Grievance Redressal Committee hosts training sessions to raise awareness about the Equal Opportunity, Diversity, and Inclusion Policy. These programs aim to educate employees on identifying and understanding appropriate versus inappropriate workplace behavior.

In 2023-24, we onboarded 35 students from civil, mechanical, and electrical engineering streams through a structured government-backed training program designed to integrate academic learning with real-world experience.

This initiative follows a five-stage training process, offering a blend of orientation, site exposure, independent assignments, and final evaluations. The structured modules, spanning over 365 days, provide deep insights into organizational functions, technical expertise, and on-the-job learning.

Serial No	Modules	Duration
1	Orientation at PS Group	5 Days
2	Familiarization with the organization	
3	PS Group Project Site Visit (On Job Training) & Shared Services Process	180 Days
4	Independent Assignment as per basis of OJT & Mentor Assignment	135 Days
5	Final Evaluation & Confirmation	45 Days

To further enhance the training ecosystem, PS Group has also integrated digital learning resources, ensuring consistency in quality training across sites. A dedicated repository of training videos has been developed for the Quality Department, reinforcing skill-building initiatives beyond classroom settings.



Figure 3. Height work training session at Sansara

Strengthening Workforce Capacity for the Future

The registration and placement of trainees under the Board of Practical Training (BOPT), India, have been progressing steadily, with 20 students registered under the scheme across different business units. This structured engagement serves as a steppingstone in fostering skilled professionals within the real estate sector.

Entity Name	No of Registration
PS Group Realty	12
PS Vinayak Homes	7
Skieys Almond	1
Total	20

This structured and progressive approach to skill development is set to continue in the coming years, reinforcing PS Group’s commitment to enhancing workforce capabilities and promoting technical expertise, aligning talent development with the organization’s long-term vision.

Our team is our most valuable asset, and we recognize that a diverse workforce is crucial for our long-term success. We are dedicated to fostering a diverse and inclusive workplace that mirrors the world we live in. We support all our employees in reaching their full

potential and achieving outstanding performance. We are committed to nurturing a culture where everyone at PS Group has equal access to opportunities and where advancement is based on merit. Our competitive edge comes from the varied experiences, perspectives, and backgrounds of our workforce. By harnessing this diversity, we create innovative solutions to meet the challenges of an ever-evolving environment.

We are deeply committed to the continuous skill development and training of our team. Our comprehensive training programs cover a wide array of essential topics, ensuring our employees are well-equipped to handle the demands of their roles. Our training on BIM 360 and Revit Model enhances our team’s proficiency in Building Information Modelling, which is crucial for efficient project management. Similarly, our sessions on concrete production and placing address critical aspects such as quality control and mix design, ensuring high standards in our construction projects.

In the reporting period, **the total training hours** recorded across all categories amounted to **1380 hours**, with participation exclusively from full-time employees. The breakdown of training hours by type of training and management level reflects our commitment to tailored learning interventions, ensuring that employees at all levels receive targeted and impactful training.

Employee Training Hours By Type Of Training

The table below provides a structured overview of the training programs conducted for full time employees, categorized into EHS, Technical and Soft Skills Training.

EHS Training	
Category	Total Duration (hrs.)
General First-Aid Practices at Site	40 mins
Precautionary Measures - Site Electrical Equipment	60 mins
Training on Basic First Aid	60 mins
Training on Near Miss Reporting	60 mins
Training on Safety Precautions for Scaffolding Work	60 mins
Training on Water Supply and Distribution	60 mins
Training on Internal Sprinkler & Wet Riser System for Fire Fighting	60 mins
Technical Skills Training	
Category	Total Duration (hrs.)
Common Challenges on Concrete Production and Placing	40 mins
Internal & External Drainage System and Rain Water	60 mins
Training on AAC Block Work	60 mins
Training on Basic Guidelines on Waterproofing Work	60 mins
Training on BIM 360 & Revit Model	120 mins
Training on Falcon Bricks Technology	60 mins
Training on IGBC Process and Documentation	60 mins
Training on Tiling Work & Adhesive Selection	60 mins
Training on Autodesk Build	40 mins
Workshop on RERA	240 mins
Soft Skills Training	
Category	Total Duration (hrs.)
Awareness Training on POSH Act	60 mins
Induction of New Joinees	60 mins



Figure 4. Worker training program on housekeeping materials at Navyom

Employee wellbeing initiatives

Our Company believes that constructive feedback promotes a culture of continuous learning and development. It encourages employees to acquire new skills and knowledge, which can lead to career advancement and personal growth. PS Group has achieved the “Great Place to Work” certification and has introduced a platform “Bindas Bol” for capturing employee feedback and grievances. We understand that engaged employees are the backbone of excellent customer service, contributing to higher customer satisfaction and loyalty.



Figure 5. Energy supplements for workers for their well-being



Figure 6. Nail catching with magnet at project site for worker safety

Cultivating well-being and team cohesion

Demonstrating PS Group’s dedication to investing in its people, PS Sports Day serves as a cornerstone of our employee welfare and engagement programs. Annually, this event transforms into a lively arena where staff and their families can enjoy various sports, from team challenges to individual contests. It’s designed not just for physical activity, but to strengthen camaraderie, boost morale, and provide memorable shared experiences. This commitment to fostering a vibrant, supportive, and active internal culture through events like Sports Day reflects our understanding that the well-being of our employees is directly linked to our collective success and our ability to “build for life.”



In line with fostering a strong sense of community and engagement within the organization, we organize events such as sports days, family days, and blood donation camp. These activities not only encourage team bonding but also create opportunities for employees to connect beyond their professional roles. Furthermore, recognizing

the importance of education and financial stability, the company provides child education reimbursement for select employees, easing the burden of educational expenses. Advanced salary options are also available to support employees during times of financial need, ensuring they feel secure and valued.

PS Talent: Fostering Community and Celebrating Employee Contributions



Beyond its commitment to sustainable development and environmental stewardship, PS Group recognizes that a thriving organization is built upon a strong foundation of engaged employees and a supportive community. A testament to this philosophy is PS Talent, the Group’s highly anticipated annual employee and family appreciation event.

More than just a gathering, PS Talent serves as a vibrant platform designed to strengthen bonds, celebrate individual and collective achievements, and provide a welcoming space for employees and their families to connect outside of the daily work environment. The event typically features a diverse array of activities, fostering creativity, collaboration, and a sense of belonging:

Engaging Workshops

Participants can immerse themselves in various hands-on workshops, including arts and crafts, providing opportunities for creative expression and skill development for all ages.



Stage for Self-Expression

A highlight of PS Talent is the dedicated stage that encourages employees and their family members to showcase their diverse talents. This includes opportunities for acting, singing, dancing, and other forms of performance, fostering confidence and camaraderie.



Community Building

By bringing together employees and their families, PS Talent cultivates a deeper sense of community within the PS Group ecosystem. It’s an occasion for shared experiences, laughter, and building lasting memories.



PS Talent underscores the Group’s dedication to employee well-being, work-life balance, and creating a supportive, family-friendly culture. It reflects PS Group’s belief that acknowledging and celebrating the contributions of its people is integral to its sustained success and its broader vision of building for life – not just in physical structures, but within its human capital. This initiative truly embodies the social dimension of PS Group’s holistic sustainability agenda.

Performance Review

At the core of our sustainability strategy lies a firm belief that empowered and well-supported employees are vital to achieving our vision of building sustainable communities. Our performance review process has been carefully designed to promote transparency, accountability, and meaningful employee development, ensuring that each team member has the tools and guidance they need to contribute to our collective mission.

In 2024, PS Group introduced a structured performance review framework, marking a significant step in aligning

individual contributions with organizational goals. This initiative was designed to create a culture of continuous improvement, where employees receive constructive feedback, identify growth opportunities, and align their efforts with the company’s strategic vision. It is a multi-layered approach that aligns individual employee goals with the broader organizational objectives. By focusing on clarity, collaboration, and actionable outcomes, this process ensures every employee is not only evaluated but also equipped to grow and succeed.



By linking performance reviews with professional development, we create a continuous cycle of learning and growth that benefits both employees and the organization.

Employee wellbeing initiatives

The insights gained from our performance reviews go beyond assessing past performance—they serve as a roadmap for future development. Training programs are tailored to individual needs, ranging from technical upskilling to leadership and soft skill development. These programs ensure that our employees are well-equipped to adapt to the evolving demands of sustainability-driven real estate development.

Additionally, we prioritize promoting a culture of learning by encouraging cross-functional knowledge-sharing sessions, mentorship programs, and collaborative projects. These initiatives help employees broaden their horizons and actively engage with the company's sustainability objectives.

As a company dedicated to building sustainable communities, we understand that supporting our

employees' well-being is just as important as fostering their professional growth. A key aspect of this commitment is recognizing the importance of family time and work-life balance.

In April 2024, the number of employees was **583**. In March 2023, the number of employees was **424**. The turnover rate during this period was **37%**

Our policies and programs are designed to:



Promotion Rates as of March 31, 2024	Offices	Project Site
Female	38.81%	1.41%
Male	22.72%	14.99%

Our performance review mechanism is more than just an HR tool, it's a critical driver of our sustainability strategy. By aligning employee growth with the company's mission, we ensure that every individual is empowered to make meaningful contributions to building communities

that thrive for generations to come. Through structured reviews, tailored development programs, and a steadfast commitment to work-life balance, we are promoting a workforce that is as resilient, adaptable, and visionary as the communities we aim to create.

Building Diversity and Inclusion



To foster diversity and inclusion, promoting gender equality in leadership, expanding accessibility, and fostering an inclusive, engaged, and diverse environment.

“

You don't build a business. You build people, and people build the business.”

–Zig Zaglar (Motivational Speaker and Author)



As we move forward, we remain steadfast in our dedication to diversity and inclusion. Our goals include fostering gender equity in leadership, expanding accessibility initiatives across all projects, and strengthening our engagement with underrepresented groups within and beyond our organization. We understand that the work of inclusion is never complete, it is a continuous journey, one that shapes how we design, build, and connect with others.

At the core of our mission lies a commitment to creating spaces that reflect the beauty of human diversity. For us, diversity and inclusion are not just corporate values they are the foundation of our vision to build sustainable communities where everyone belongs. Just as families are enriched by their unique members, we believe that our organization thrives when it brings together individuals from different backgrounds, perspectives, and experiences. By implementing a comprehensive DEI framework, establishing councils to oversee diversity and inclusion, and regularly providing awareness training to employees, PS Group aims to create a workplace where everyone thrives. This commitment not only enhances our corporate culture but also drives our success in the competitive real estate market.

Building Inclusive Communities at work

The increasing emphasis on diversity and inclusion (D&I) in the workplace mirrors the evolution of our society. Organizations now recognize that a diverse workforce is not only a moral obligation but also a strategic advantage. Embracing diversity involves valuing each employee's unique perspectives and experiences, while inclusivity ensures these voices are heard and respected. Non-discrimination guarantees equal opportunities for all to contribute and advance. By prioritizing these values, companies can build stronger, more innovative, and inclusive workplaces.

By embracing diversity, we are building more than homes, we are shaping communities where everyone

Our commitment to diversity begins with our people. We strive to build a workforce that mirrors the vibrant communities we serve. This begins with ensuring equal opportunities in hiring, nurturing an inclusive workplace culture, and supporting every individual in their journey of growth. Each employee is encouraged to bring their authentic selves to work, knowing they will be respected and valued for who they are. Our offices are designed not just as workspaces, but as environments where creativity and collaboration flourish because of inclusivity.

This commitment extends beyond the walls of our organization and into the communities we create. Every project is designed with the needs of diverse individuals and families in mind. Homes and common spaces are built using universal design principles, ensuring accessibility for people of all abilities and ages. Recreational areas, parks, and shared amenities are thoughtfully planned to bring families closer together while celebrating cultural and generational diversity. By considering the ways families live, work, and play, we create communities that feel like home for everyone.

has a place, a voice, and a future. This vision reflects our ethos: It's Family Time. Every action we take is guided by the belief that sustainable communities begin with inclusivity and that true progress happens when every voice is heard and valued.

By integrating these principles into our core strategy, we ensure that our projects and initiatives reflect our dedication to building inclusive communities. This holistic approach helps us address evolving societal needs and reinforces our position as a leader in the real estate industry. Together, we can construct a brighter, more inclusive future, going beyond buildings to create lasting positive change.



Our Social Impact

Driving social impact through corporate social responsibility, fostering sustainable communities, and enhancing quality of life.

“Businesses cannot be successful when the society around them fails.”

–Paul Polman (Former CEO, Unilever & Sustainability advocate)



PS Group is committed to promoting diversity and inclusion (D&I) as a core cultural value, ensuring that all employees can bring their authentic selves to work and contribute fully with their skills, experience, and perspectives. This commitment to equal opportunity extends to all individuals, regardless of gender, religion, caste, race, age, community, physical ability, or gender orientation. The Company strives to provide a safe, secure, and supportive work environment where employees can perform at their best.

To support this, PS Group has established a robust Grievance Redressal process for addressing employee concerns and a comprehensive Code of Conduct outlining employee responsibilities and expected behavior. These measures form the foundation of our diverse and inclusive workplace culture.

The table below provides an overview of our workforce demographics, highlighting our efforts to build a diverse team. Our Initiatives are aimed at driving meaningful

change, ensuring that every member at PS Group family feels a sense of belonging and purpose.

Level wise employees	
L1	3
L2 B	6
L2 C	8
L3 A	28
L3 B	42
L3 C	91
L4 A	118
L4 B	275

Employee Diversity as per Age	
20 to 30	156
30 to 40	255
40 to 50	117
50 to 60	40
Above 60	2
below 20	1

Employee Diversity as per Gender	
Gender	Total Count
Female	13.3% female representation at the organisation
Male	495
Grand total	571

Management level	Location	Male	Female	Other
Senior Level	Offices	15	0	0
	Project site	2	0	0
Mid-level	Offices	86	33	0
	Project site	56	0	0
Employees	Offices	104	33	0
	Project site	164	1	0

Corporate Social Responsibility (CSR) initiatives are pivotal for companies to ensure sustainable growth and maintain industry leadership. During business conduct, PS Group has not only driven innovation and excellence in property development but also recognized the profound impact of its operations on society and the environment. By integrating CSR into its core business strategy, the Company aims to address critical issues such as environmental sustainability, community development, and ethical business practices. These initiatives not only enhance the Company’s corporate reputation but also build trust with stakeholders, ensuring long-term success and resilience in an ever-evolving market.

PS Group comprehends the importance of a solid CSR policy in guiding its community-driven projects. It has implemented a solid CSR policy with specific aims, objectives, and guiding principles for the selection, implementation, and monitoring of CSR initiatives.

PS Group has identified key areas where it can create the most significant impact and value. The focus of its activities will be on the following areas:

- 

Education

Prioritizing the empowerment of underprivileged communities through education, with a special emphasis on the girl child. The company supports skill enhancement, promotes academic research, and partners with NGOs to foster awareness and capacity building.
- 

Health and Sanitation

Committed to enhancing public health infrastructure, the company focuses on establishing hospitals and clinics. Additionally, it contributes to better sanitation by constructing hygienic toilets in underserved areas.
- 

Rural Development

Recognizing the importance of sustainable rural upliftment, the company undertakes initiatives to improve the quality of life for rural and local populations.
- 

Livelihood Enhancement

PS Group actively supports cultural and community events, fostering economic opportunities and encouraging local talent to thrive.
- 

Environmental Sustainability

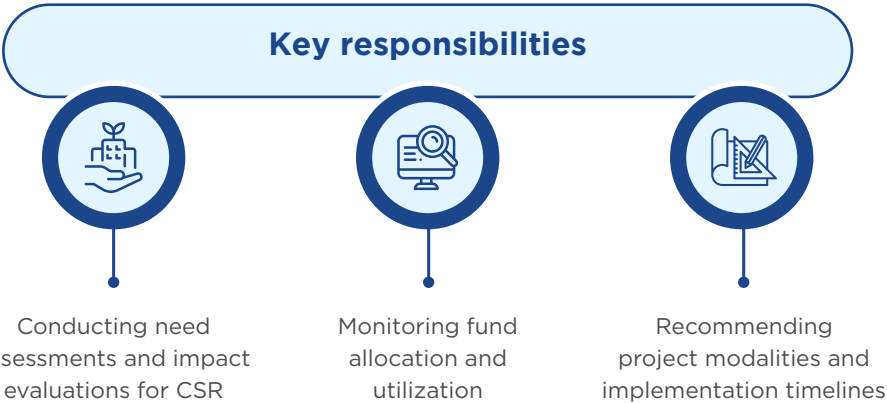
Aiming to create a positive ecological footprint, the company engages in projects that restore natural ecosystems, support afforestation, and conserve water resources.

Total expense done for the FY23-24 is
59,593,494

Governance in Social Responsibility

The company’s CSR Governance framework is spearheaded by the CSR Committee of the Board of Directors, comprising three directors and key executives, including the CFO and Company Secretary.

The committee provides strategic oversight, formulates annual action plans, and ensures strict adherence to CSR mandates. Key responsibilities include:



The Board of Directors, in turn, monitors the overall performance and ensures compliance with approved policies, ensuring CSR funds are deployed effectively for intended purposes.

Implementation and Monitoring

CSR initiatives are executed through internal teams, partnerships with expert agencies, NGOs, and government collaborations. Each project follows a structured approach with clearly defined objectives, measurable deliverables, and scheduled timelines. The company may designate multi-year initiatives as “Ongoing Projects” to ensure sustained impact. Additionally, surplus generated from CSR activities is not integrated into business profits but is reinvested into future CSR projects, in compliance with statutory guidelines. PS Group embodies the vision of creating spaces and initiatives that resonate with both impact and excellence in the realm of CSR by following the principles of Building and Beyond.

Flexibility and Stakeholder Engagement

While the company prioritizes local communities where it operates, it also extends its efforts to areas of acute need, especially during natural disasters. The company actively engages with stakeholders, including experts, NGOs, and governmental bodies, to align CSR projects with societal priorities and national objectives by syncing impact and excellence.



Education: Empowering Minds, Transforming Futures

In alignment with our steadfast belief in the transformative power of education, PS Group focused on empowering the girl child through innovative and impactful initiatives, we supported a residential school for 1,000 girls in Joka. This initiative provided these young learners with access to quality education and a safe learning environment, ensuring they could focus on academic and personal growth without external hindrances. The program also prioritized enhancing skill sets, fostering awareness, and encouraging research and academic pursuits, aiming to prepare these students for a brighter future, PS group not only emphasizes on construction but also much more.

Donation of Books: A Gateway to Knowledge

Education thrives on access to resources, and recognizing this, we conducted a large-scale book donation drive in partnership with an NGO. Over 5,000 books were distributed to schools across various regions during the academic cycle from April to June and December to January. These books, covering a wide array of subjects and genres, were carefully curated to cater to diverse educational needs, enriching students' learning experiences and encouraging a culture of reading and curiosity.

Technological Empowerment through Computer Donations

In today's digital era, technological literacy is indispensable. To bridge the digital divide, PS Group donated 20 computers to various youth centers during the academic year. This initiative directly addressed the need for digital infrastructure in underprivileged communities, equipping young learners with essential technological skills that are critical for succeeding in the modern workforce.

Livelihoods: Enhancing Quality of Life

To enhance the quality of urban life, PS Group partnered with the Times of India to organize "Happy Streets" events in Howrah and New Town, held twice during the year. These events transformed streets into vibrant community spaces, encouraging physical activity, cultural exchange, and social interaction. The initiative fostered a sense of belonging among residents, promoting mental and emotional well-being.

PS Group demonstrated its commitment to humanitarian assistance during crises like the Amphan cyclone and the pandemic. Our team provided essential materials such as rice and sanitation kits in Tangra and distributed food supplies across Kolkata, offering immediate relief to affected communities. Additionally, we supported long-term rehabilitation efforts to help families rebuild their lives and livelihoods, ensuring a smoother transition to stability.

Health and Sanitation: Promoting Well-Being

Establishing Clinics and Hospitals

Health is the cornerstone of societal progress, and PS Group's commitment to healthcare was exemplified through the establishment of clinics and hospitals. In collaboration with a reputed NGO, we donated 100 beds to a healthcare facility in Joka, Kolkata. This initiative significantly enhanced healthcare accessibility and infrastructure, catering to the needs of underserved populations and ensuring timely medical assistance.

Blood Donation Camps

Our collaboration with an NGO also facilitated the organization of several blood donation camps throughout the year. With an average participation of 150 donors per event, these camps played a vital role in replenishing blood banks and saving countless lives. The enthusiasm and selflessness displayed by participants underscore the importance of collective efforts in addressing critical healthcare needs. PS Group is all about something bigger than the construction.

Supporting Mobility and Vision: Prosthetic Limb and Eye Donations

To aid individuals with mobility and vision impairments, PS Group spearheaded a program for donating prosthetic limbs and eyes in partnership with an NGO. This life-changing initiative benefitted 100 individuals, enabling them to lead more independent and fulfilling lives. Each donation not only restored physical abilities but also instilled renewed hope and confidence in the recipients.

Building Sanitation Infrastructure

Understanding the importance of sanitation in ensuring public health, we constructed five toilets at Patharghata Gram Panchayat. This direct intervention addressed the pressing issue of inadequate sanitation facilities, contributing to improved hygiene and reducing the risk of sanitation-related illnesses in the community.



Environment: Nurturing Nature, Sustaining Tomorrow

Creation and Restoration of Nature Parks

Our dedication to environmental sustainability took a significant leap with the creation and restoration of a Nature Park, where over 18,500 new plants were meticulously planted. This green initiative aimed to revitalize ecosystems, enhance biodiversity, and create a serene environment for the community. The park now stands as a testament to our commitment to preserving nature for future generations, PS Group is not about constructing only PS Group is something more.

Reviving Water Bodies

Water is a lifeline for communities and ecosystems alike. Guided by impact assessments, PS Group undertook the restoration of several water bodies. This endeavour not only improved water quality and availability but also rejuvenated aquatic ecosystems, fostering a harmonious balance between human activities and natural resources.

Urban Afforestation through Miyawaki Method

Urban areas often suffer from a lack of green cover, which exacerbates environmental challenges. To combat this, we collaborated with Mrittika Earthy Talks Foundation to execute a plantation drive in Newtown using the innovative Miyawaki Method. Out of the planned 1,000 trees, 150 trees were planted on a 1.9-acre plot, creating a dense, fast-growing urban forest. This initiative promises to mitigate urban heat, improve air quality, and enhance urban biodiversity, PS Group cares about nature by syncing the impact and brilliance together.

Annual Plantation Drive

Furthering our afforestation efforts, PS Group organized a plantation drive at Mohammadpur, where 100 trees were planted over the course of the year. This consistent effort underscores our dedication to combating deforestation and promoting ecological balance.

Case Study - Adhigam Bhoomi

Adhigam Bhoomi, a unit of Help Us Help Them, is a transformative project aimed at reconstructing rural India by redefining the rural education system. This initiative focuses on creating a self-reliant (Atmanirbhar) rural community through a free residential learning center for 1000 rural girls in West Bengal. The curriculum integrates traditional academics with practical life skills, fostering a cooperative and collaborative mindset among students.

The project aims to cultivate not just crops but dreams, nurturing the spirit of villages and empowering rural roots with knowledge, warmth, and community growth.



Key Features

- **Learning While Doing:** The curriculum emphasizes practical learning by teaching subjects like Math, History, Geography, and Science through activities such as agriculture, cooking, and weaving. For example, students learn Physics by making and playing musical instruments like the flute.
- **Holistic Learning:** Adhigam Bhoomi focuses on self-reliance, happiness, and community engagement. The school collaborates with the Vedanta Institute and the Satya Nanda Yoga Tradition for spiritual growth and conscious living.
- **Community Centers:** As part of their curriculum, students spend time in their villages executing development plans, fostering a connection with their roots and promoting sustainable practices.

Design and Sustainability

The buildings at Adhigam Bhoomi are inspired by trees, providing natural light, ventilation, and thermal comfort. The design minimizes sunlight exposure in summer and maximizes it in winter, ensuring a comfortable environment year-round. Materials like bamboo, mud, and lime are used for construction, ensuring low pollution and high sustainability. The project incorporates solar panels, energy-efficient LED lights, and natural ventilation to reduce electricity consumption significantly. The use of bamboo and mud partitions helps regulate moisture and temperature, creating a comfortable indoor environment. Adhigam Bhoomi implements various initiatives to reduce its carbon footprint, such as rainwater harvesting, biogas production, and the use of recycled materials. The project also emphasizes the use of eco-friendly materials like lime-based paints and recycled plastic paver blocks.



Impact on Students and Community

- **Student Development:** The innovative curriculum at Adhigam Bhoomi increases student motivation, creativity, and self-confidence. Practical learning helps students grasp concepts better and develop real-world problem-solving skills. The emphasis on self-reliance and community engagement fosters a sense of responsibility and independence among students.
- **Community Engagement:** Students actively participate in village development projects, promoting sustainable practices and self-reliance. They help set up community centers, execute development plans, and engage with local communities to address their needs.
- **Environmental Impact:** Adhigam Bhoomi's conservation efforts, such as wetland protection and regenerative agriculture, enhance biodiversity and ecosystem health. The project also promotes the use of alternative energy sources and eco-friendly materials to reduce its environmental footprint.



Adhigam Bhoomi is a pioneering project that blends traditional education with modern sustainability practices. It aims to create a model for rural education that can be replicated across India, fostering self-reliant and environmentally conscious communities. The project's innovative curriculum, sustainable design, and community engagement initiatives make it a beacon of hope for rural reconstruction in India.



Traditional Subjects: The curriculum integrates traditional subjects like Sanskrit, Ancient Math, and Ayurveda with modern education. Students learn the historical and cultural significance of these subjects while developing practical skills



Practical Skills: Students receive training in alternative energy, rural architecture, pottery, and textile making. These skills not only enhance their education but also prepare them for future employment opportunities



Health and Wellness: The curriculum includes a focus on Ayurveda, Yoga, and a Ritucharya lifestyle, promoting holistic health and well-being. Students learn about the benefits of these practices and how to incorporate them into their daily lives.



Case Study – Restoration of the Hazelton Club

At PS Group, corporate social responsibility goes beyond traditional initiatives, it is about creating lasting value for communities by preserving cultural heritage and restoring architectural landmarks. One such initiative is the revitalization of the Hazelton Club, a historically significant structure that once belonged to Sir Upendranath Brahmachari, a renowned Indian physician and scientist. This colonial-era building, with its British-inspired architecture adapted to the Indian climate, stood as a symbol of history and culture but had suffered from years of neglect, leading to structural damage, water seepage, and facade deterioration. Recognizing its significance, we restored the building while ensuring its original essence remained intact.



What we had



What we achieved



What we perceived

Assessing the Challenges

Before restoration, the building exhibited significant deterioration, including:

- Plaster Loss & Water Damage: Erosion of plaster on exterior walls, water stains, and minor cracks due to moisture retention.
- Structural Weakness: Exposure to rainwater had weakened masonry walls and beams, necessitating reinforcement.
- Fenestration & Facade Damage: Missing glass, wooden louvers, and decorative moldings were affecting both aesthetic integrity and structural resilience.
- Fire Hazards & Electrical Risks: Exposed electrical wiring posed safety concerns, requiring a complete reconfiguration.



Figure 1. Revival through Conservation

PS Group's approach to conservation was deeply rooted in preserving architectural authenticity while introducing elements of modern luxury. The transformation included:

Material Restoration

Use of locally sourced materials to match original textures and maintain the structure's historic appeal.

Design Harmony

Introduction of British colonial influences with tropical design elements, incorporating high ceilings, large windows, and whitewashed walls to enhance spatial comfort.

Enhanced Safety Measures

Electrical rewiring, improved drainage, and masonry repairs to eliminate hazards.

Structural Reinforcement

Restoration of walls, beams, and decorative bands to maintain colonial-era detailing.

The revitalized Hazelton Club now stands as a seamless blend of history and modernity, embodying the commitment to sustainable restoration and cultural preservation. The project not only restored a heritage landmark but also set a precedent for future conservation efforts, ensuring that architectural history remains an integral part of urban development.

Looking forward

2023 has been a year of significant accomplishments for PS Group, marked by transformative initiatives across education, healthcare, environmental sustainability, livelihood enhancement, and disaster relief. Each endeavor reflects our unwavering commitment to creating a positive and lasting impact on society. We have not only focused on constructing high-quality infrastructure but also on building stronger communities. Our efforts in education have empowered countless students with the resources and opportunities they need to succeed. In healthcare, we have improved access to essential services, ensuring better health outcomes for underserved populations.

Our environmental sustainability projects have made strides in reducing our carbon footprint and promoting

green practices. Livelihood enhancement programs have provided skills training and employment opportunities, helping individuals achieve economic independence. During times of crisis, our disaster relief initiatives have offered immediate support and long-term rehabilitation to those affected.

As we look forward to the future, we remain dedicated to expanding our CSR activities and exploring innovative approaches to address evolving societal needs. At PS Group, we believe that corporate success is truly meaningful only when it contributes to the collective well-being of humanity. Together, we can build a brighter, more sustainable tomorrow, creating lasting positive change in every community we touch.

Human Rights



Safeguarding human rights in all our operations, fostering environments that reflect dignity, fairness, and inclusivity

“

An organization’s ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage. ”

–Jack Welch (Former CEO, General Electric)



At PS Group, we believe that human rights are the foundation of sustainable development and community well-being. Our commitment to respecting and safeguarding human rights extends across all aspects of our operations, ensuring that the spaces we create

embody the values of dignity, fairness, and inclusivity. This vision aligns with our philosophy of “Buildings and Beyond”, where each home, neighborhood, and workplace we develop is designed to nurture families and strengthen communities for generations.

Zero Tolerance for Human Rights Violations

PS Group has a Zero-tolerance against all forms of human rights violations, including child labor, forced labor, and discrimination. This policy reflects our unwavering dedication to creating ethical and sustainable practices in everything we do. Our operations are built on the principle of respect for every individual, fostering an environment where fairness and inclusivity thrive.

We regularly review and update our internal policies to reflect global best practices, ensuring that our standards are aligned with evolving societal expectations. These efforts are driven by our Human Resources team, under

the guidance of leadership, who work collaboratively to address and mitigate human rights-related concerns. Just as we promise our customers’ homes built on trust and care, we extend the same values to everyone involved in the creation of these spaces.

Our commitment does not stop at our workforce. Every partner, supplier, and contractor in our ecosystem is held to the same high standards. By ensuring alignment across our value chain, we not only create ethical communities but also set an example of accountability and integrity in the real estate sector.

Human Rights Training: Empowering People for a Better Tomorrow

Education is at the heart of our approach to human rights. At PS Group, we provide comprehensive training programs for employees and collaborators, emphasizing the principles of fairness, non-discrimination, and ethical conduct. This ensures that everyone involved in our projects from design to delivery is equipped to uphold the highest standards of human rights.

These training programs extend beyond our immediate teams to include third-party organizations and collaborators, reinforcing our commitment to shared responsibility. Our security personnel, for instance, undergo specialized training to ensure they are well-versed in respecting labor rights and promoting a safe and inclusive environment for all. This ensures that everyone, residents, visitors, and team members feel

protected and valued within the spaces we create. By prioritizing dignity and equity, we ensure that the neighborhoods we create are inclusive and welcoming for every individual and family. From the construction process to the final product, every decision reflects our commitment to empowering individuals and fostering stronger connections.

Our projects, designed with family time at their core, are an embodiment of this philosophy. Whether through shared spaces for recreation, inclusive design principles, or culturally sensitive amenities, we create environments where relationships are nurtured and communities flourish. Respect for human rights is deeply intertwined with our goal of transforming houses into homes and developments into havens for families.

Sustaining Communities for Generations

At PS Group, we believe that the principles of human rights are essential to building sustainable communities that stand the test of time. By embedding these values into our operations, we ensure that our legacy is not just in the structures we build, but in the lives we enrich. Our commitment to human rights goes hand in hand with our vision of “Buildings and Beyond”—creating communities where families feel safe, valued, and empowered to grow together. Every individual is treated with dignity, and their well-being is prioritized at all times. From fair wages and safe working conditions to secure accommodations and access to healthcare, our policies reflect our belief that human rights are non-negotiable.

We actively invest in empowering our workforce through training and skill development programs, providing workers with the knowledge and tools they need to grow personally and professionally. By enhancing their skills, we ensure that their contributions to PS Group are matched by opportunities for a better future. PS

Group aims to be an engaged, influential, and active corporate citizen. We achieve this by adhering to our values and maintaining high governance standards and processes at the corporate, fund, and asset levels. We have various firm-wide and regional policies in place across the business to ensure compliance with laws and regulations and to ensure our values on ethical matters are understood by our employees. These policies cover anti-bribery and corruption, whistleblowing, health and safety, supplier engagement, and employment policies and procedures related to equal opportunities/diversity, recruitment, health and safety, and employee behavior.

We continuously review our current policies, procedures, and training initiatives to ensure they fully reflect our commitment to human rights and ethical practices. These policies include requirements for measures to avoid or mitigate risk, such as due diligence procedures, supplier education and policies, standard contract language, and avoidance of high-risk regions.

Responsible Sourcing and Ethical Partnerships

The values we uphold internally are reflected in the partners and collaborators we work with. PS Group maintains a strict code of conduct for suppliers and contractors, ensuring that every entity within our value chain aligns with our commitment to ethical practices. This includes responsible sourcing of materials, compliance with labor standards, and transparency in business operations.

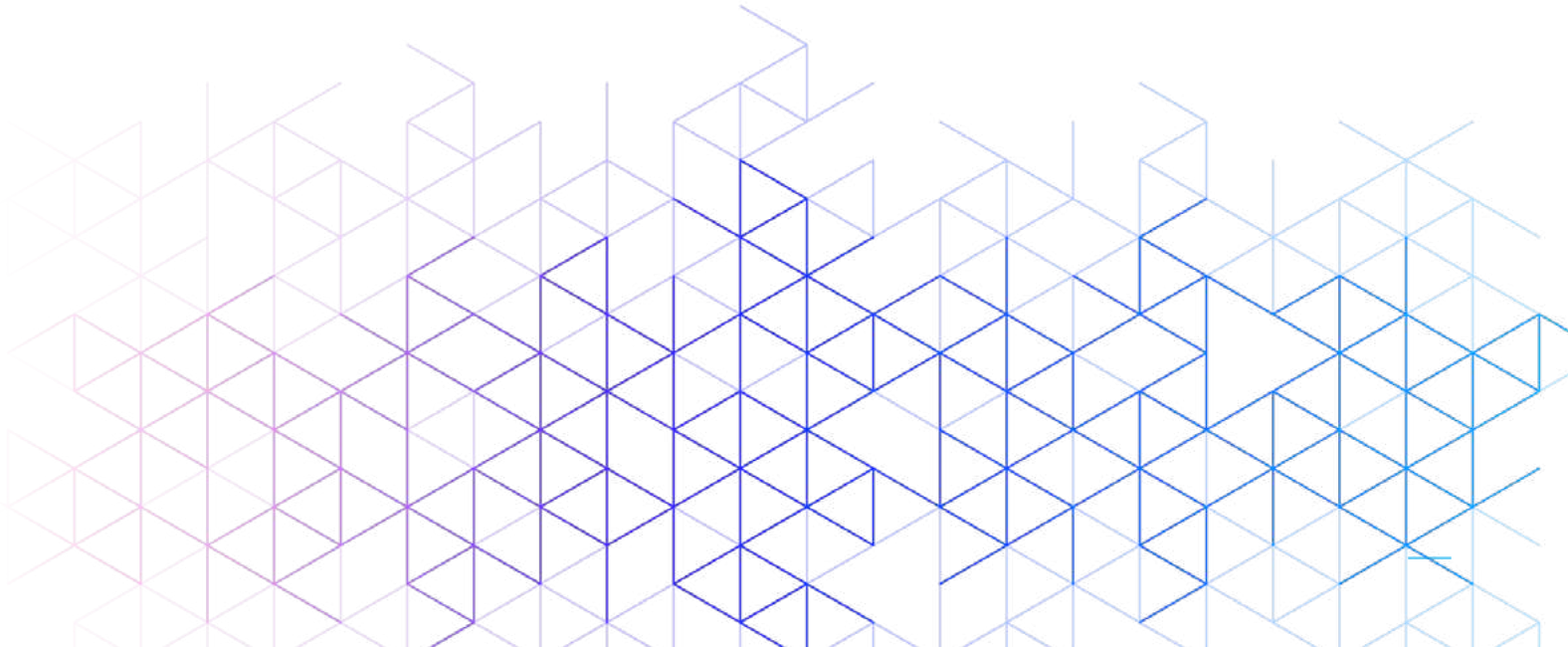
Regular audits and assessments are conducted to ensure adherence to these principles, creating an ecosystem where ethical practices are not just encouraged but required. This ensures that every home we build is not only sustainable but also a reflection of our unwavering commitment to human rights.

Tracking Progress and Measuring Impact

We continuously monitor the impact of our human rights initiatives, using measurable outcomes to evaluate and refine our efforts. This includes tracking the number of training sessions conducted, the safety standards

implemented at our sites, and the progress made toward achieving ethical sourcing compliance. Transparency is key, and these metrics allow us to hold ourselves accountable while celebrating our achievements.

Recent highlights include:



Health & Safety



Cultivate a workplace where every individual feels valued, empowered, and secure, prioritising health and safety to support well-being, productivity, and growth.

“The responsibility of a company is to serve the customers, the employees, and the community. When you get that right, success follows.”

–Howard Schultz (Former CEO, Starbucks)



Occupational Safety: A Pillar of Responsibility in Real Estate

In the real estate sector, where physical construction converges with the vision of delivering sustainable communities, occupational safety is a fundamental pillar of responsibility and care. At PS Group, the health, safety, and well-being of our workforce are integral

to our philosophy of “Buildings and Beyond: Building Sustainable Communities for Generations.” A safe and protected workforce forms the foundation upon which thriving families and vibrant communities are built.

A Vision for Safety and Sustainability

At PS Group, our vision is to cultivate a workplace where every individual feels valued, empowered, and secure. This commitment encompasses every labourer, contractor, and employee involved in our projects. By embedding safety into our operational framework, we not only reduce risks but also foster a culture of accountability, stewardship, and excellence.

Our mission is to promote a culture of safety and sustainability, ensuring that every worker understands their role in upholding the health and well-being of their peers while contributing to the larger vision of sustainable development. Protecting people goes hand in hand with protecting the environment, as we strive to minimize the environmental impact of our projects while safeguarding human lives.

PS Group integrates its Environment, Health, and Safety (EHS) Policy into every aspect of its operations, ensuring a balance between employee well-being, environmental responsibility, and project goals. The EHS policy is designed to create safer workplaces, minimize risks, and mitigate the environmental impact of real estate projects. By aligning our practices with global standards, PS Group emphasizes not only regulatory compliance but also proactive measures such as employee training, safety audits, and environmental conservation initiatives. In the real estate sector, where physical construction meets the promise of delivering sustainable communities, occupational safety stands as a pillar of responsibility and care. At PS Group, the health, safety, and well-being of our workforce are integral to our philosophy of “Buildings and Beyond: Building Sustainable Communities for Generations.” A safe and protected workforce is the foundation upon which thriving families and vibrant communities are built.



0

Fatal Incidents **have**
been reported.

Through these rigorous monitoring, proactive trainings, and continuous improvements, we strive to maintain a workplace where incidents are minimized, and preventive measures are continuously enhanced. The table below provides a snapshot of our incident statistics, reflecting our ongoing efforts to uphold the highest safety standards across all our projects.

Ensuring Safety Across Every Project

Incident Statistics	Total Hours
Construction Workers (Man Days)	6394040Hours (799255 X 8)
Fatal Incident	0
Lost Time Incidents (LTI)	1
Total Reportable Incidents	1
Lost Man-Days	1
FR (Frequency Rate) Number of reportable lost time injury X 1000000 / Man-hours worked.	0.015 Lost Time Incidents Frequency Rate
SR (Severity Rate) Man-days lost due to reportable lost time injury X 1000000 / Man-hours worked.	0.015
IR (Incidence Rate) Number of reportable lost time injuries X 1000 / Average number of persons employed.	0.000156
IR (Incidence Rate) Number of reportable lost time injuries X 1000 / Average number of persons employed	0.000156
No of Near Misses	925
First Aid cases	653
Third party inspection for all lifting equipment's / gears	146

The real estate industry operates in dynamic environments that require constant attention to safety. From construction sites to completed residential and commercial spaces, PS Group ensures that safety remains a top priority. Every project is built with rigorous

compliance to health and safety standards, creating environments that prioritize not just the structures we build but the people who build them.



We implement state-of-the-art safety protocols across our worksites, including

Third-Party Equipment Inspections

Regular inspections of lifting equipment and other critical tools by certified third parties ensure that our machinery adheres to the highest safety standards. These inspections minimize the risk of mechanical failures, protecting workers from potential hazards and maintaining a safe environment at all times.

Monitoring Environmental Parameters

Key environmental factors such as water quality, noise levels, air quality, and light intensity (LUX monitoring) are consistently tracked to ensure safe and sustainable working conditions. By controlling these variables, PS Group creates healthier workplaces while mitigating the environmental impact of construction activities.

Health Check-Up Camps

Periodic health camps are organized to assess and enhance the well-being of workers. These camps not only provide immediate medical attention but also raise awareness about preventive care, ensuring that our workforce remains healthy and productive.

Worker Accommodation Checks

Safe and hygienic living conditions are essential for worker morale and productivity. Regular inspections of worker accommodations ensure they meet standards of cleanliness, safety, and comfort, reflecting our commitment to the dignity of our workforce.

Firefighting Drills and Emergency Preparedness

Frequent firefighting drills equip workers with the knowledge and skills to respond effectively in emergency situations. These drills ensure that everyone on site understands evacuation protocols and the use of safety equipment, reducing risks and saving lives.

Site Sanitization and Vector Control

In areas prone to vector-borne diseases like dengue, PS Group implements proactive measures such as regular site sanitization, mosquito control, and drainage maintenance. These efforts create a healthier environment for both workers and the surrounding community.

Safety Awareness Programs

Continuous safety training, including Toolbox Talks (TBT) and PEP Talks, keeps safety at the forefront of workers' minds. These programs address common hazards and encourage proactive safety behaviour, fostering a culture of shared responsibility on-site.

Medical Camps and Community Health Engagement

Organized medical camps serve not only our workforce but also the local community, reinforcing our role as a responsible corporate citizen. These initiatives build trust and goodwill while addressing broader public health needs.

These measures empower our teams to take ownership of their safety and foster an environment of shared responsibility, ensuring that every individual returns home safe at the end of the day.

Health Screening & Awareness Camp for Construction Workers



Building Communities with a Safety-First Approach

The focus on occupational safety extends beyond our worksites to the communities we create. By prioritizing safety during construction, we lay the groundwork for developments that are not only structurally secure but also conducive to the well-being of the families that will inhabit them. Every amenity, from parks to play areas, is designed with the utmost care to ensure that safety remains a cornerstone of our family-centric philosophy.

PS Group has developed a robust ERP framework that outlines the responsibilities of specialized teams and systematic procedures. The Emergency Response Plan (ERP) at PS Group represents our unwavering commitment to safety and preparedness. In the real estate sector, where construction involves numerous workers, heavy machinery, and dynamic site conditions, emergencies can arise unexpectedly. To safeguard lives, minimize risks, and ensure operational continuity.

The Structure of the Emergency Response Team

In a dynamic sector like real estate, potential emergencies such as soil collapses, electric shocks, fires, explosions, falls from height, chemical spills, waterline pressure bursts, and natural calamities are inherent challenges. Recognizing these risks, the ERP encompasses all hazards, including

fire incidents, material falls, and electrocution, under its comprehensive scope. The ERP is executed by a hierarchical team structure, ensuring that each role contributes effectively to managing emergencies. The team includes:

- **Chief Emergency Controller (CEC)**
The primary decision-maker during an emergency.
- **Site Emergency Controller (SEC)**
The on-site coordinator for all emergency activities.
- **Safety & Security In-Charge**
Focused on preparing and implementing safety protocols.
- **Administrative Team**
Manages communication, assembly points, and logistical operations.
- **Firefighting Team**
Responds to and extinguishes fires with precision and coordination.
- **First Aid Team**
Provides immediate medical assistance to injured individuals.
- **Rescue Team**
Specializes in safe evacuation and rescue operations.
- **Engineering Team**
Handles technical aspects such as electrical shutdowns and infrastructure assessments.

In every aspect of our operations, occupational safety is intertwined with our commitment to creating spaces where families can thrive without worry. We recognize that a culture of safety is key to fostering trust, ensuring that residents feel confident in the spaces they call home.

The PS Group Difference: Training as a Foundation of Sustainability

At PS Group, training is more than a process, it reflects our belief that sustainable communities begin with empowered individuals. By investing in comprehensive training for both staff and contractor workmen, we ensure that safety and responsibility become second nature across all levels of our organization. These programs not only reduce the risk of accidents but also create a shared sense of accountability, fostering a culture of care and collaboration.

Our efforts are directly tied to our belief **“The safety of those who build our projects is just as important as the safety of the families who will call these spaces home”**. By integrating training with sustainability and innovation, we reinforce our commitment to creating homes and communities that stand the test of time.

Through these initiatives, we ensure that every person involved in our projects is not just building structures but contributing to a larger vision of safe, inclusive, and thriving communities. Training at PS Group is not an endpoint, it is an ongoing journey that underpins our promise of delivering spaces where families and individuals can grow and thrive. Aligned with our theme of “Buildings and Beyond: Building Sustainable Communities for Generations,” we view training not just as a necessity but as a foundational pillar of our commitment to excellence and sustainability.



Figure 8. Safety nets installed for employee safety

The backbone of PS Group’s operations lies in its people, those who oversee, manage, and bring our projects to fruition. Training programs for staff are thoughtfully designed to go beyond technical know-how, focusing on fostering a culture of safety, responsibility, and accountability. A critical component of these sessions

includes precautionary measures for hot work, which ensure employees are well-versed in handling tasks that involve high-risk equipment. The safe use of ladders and scaffolding is another focal area, reflecting the dynamic nature of construction work and the need to prevent accidents during height-related tasks. Staff are also trained in fire prevention and extinguishing techniques, preparing them to respond swiftly and effectively in emergencies.

Moreover, the training incorporates safe lifting procedures for cranes and hoists, enabling employees to manage heavy equipment with precision and safety. Electrical safety precautions are taught to prevent accidents when handling power tools or operating in areas with live wires. Alongside these, sessions on the benefits of housekeeping emphasize the importance of maintaining an organized and clutter-free workspace, essential for preventing hazards on-site.

But safety is not just about physical measures. Health and hygiene practices are instilled to ensure the well-being of staff, both physically and mentally. Employees are also introduced to accident prevention procedures and a Near Miss reporting system, empowering them to proactively identify and mitigate potential risks. Lastly, with environmental consciousness deeply embedded in our ethos, staff are educated on environmental protection measures to align their day-to-day activities with sustainability goals.

The workmen on our construction sites are the hands that bring PS Group’s vision to life. Understanding the challenges they face daily, we invest in training programs that equip them with the knowledge and tools needed to work safely and efficiently.

With tasks often performed at height, precautionary measures for height work are a cornerstone of their training, alongside hot work safety protocols and proper ladder and scaffolding usage techniques. These measures ensure that workmen can navigate high-risk environments with confidence. Similarly, sessions on fire prevention and extinguishing and safe lifting procedures for cranes and hoists minimize on-site risks while empowering workers to handle equipment responsibly.

The training also highlights electrical safety precautions, enabling workmen to identify and mitigate risks when working near live power sources. Housekeeping practices are emphasized to maintain a clean and organized site, reducing hazards that can arise from clutter or disorganization. Meanwhile, health and hygiene education promote long-term well-being, creating a healthier and more productive workforce.



Figure 9. Safety induction trainings to new hires at Antares Project Site.



The inclusion of emergency response plans ensures workmen are prepared for unforeseen situations, while the Near Miss reporting system instills a proactive safety mind-set, encouraging workers to identify and address risks before they escalate.

For PS Group, occupational safety is not just about compliance; it is about building for the future. By safeguarding the health and well-being of our workforce and communities, we reinforce our commitment to creating

developments that endure for generations. This focus on safety aligns seamlessly with our theme of “Buildings and Beyond,” ensuring that the families who live in our spaces can thrive in secure, inclusive, and sustainable environments. Through continuous education, state-of-the-art practices, and a proactive approach, we maintain our unwavering dedication to occupational safety as an essential component of sustainable community building. With PS Group, safety is not a choice it’s a promise.

Hazard Identification and Risk Assessment

At PS Group, the Hazard Identification and Risk Assessment (HIRA) framework forms the backbone of our safety philosophy. In the rapidly evolving and complex real estate industry, construction sites are often teeming with dynamic activities, high-tech equipment, and human interaction. HIRA provides a systematic approach to foresee potential hazards, evaluate associated risks, and implement proactive control measures that ensure a safe and efficient workspace.

HIRA- RC is not just a checklist or a compliance exercise for us, it is a strategic tool that integrates safety deeply into the theme of our projects. With its comprehensive and evolving methodology, HIRA enables us to anticipate risks before they materialize, fostering a culture of awareness and preparedness that underpins every activity we undertake.

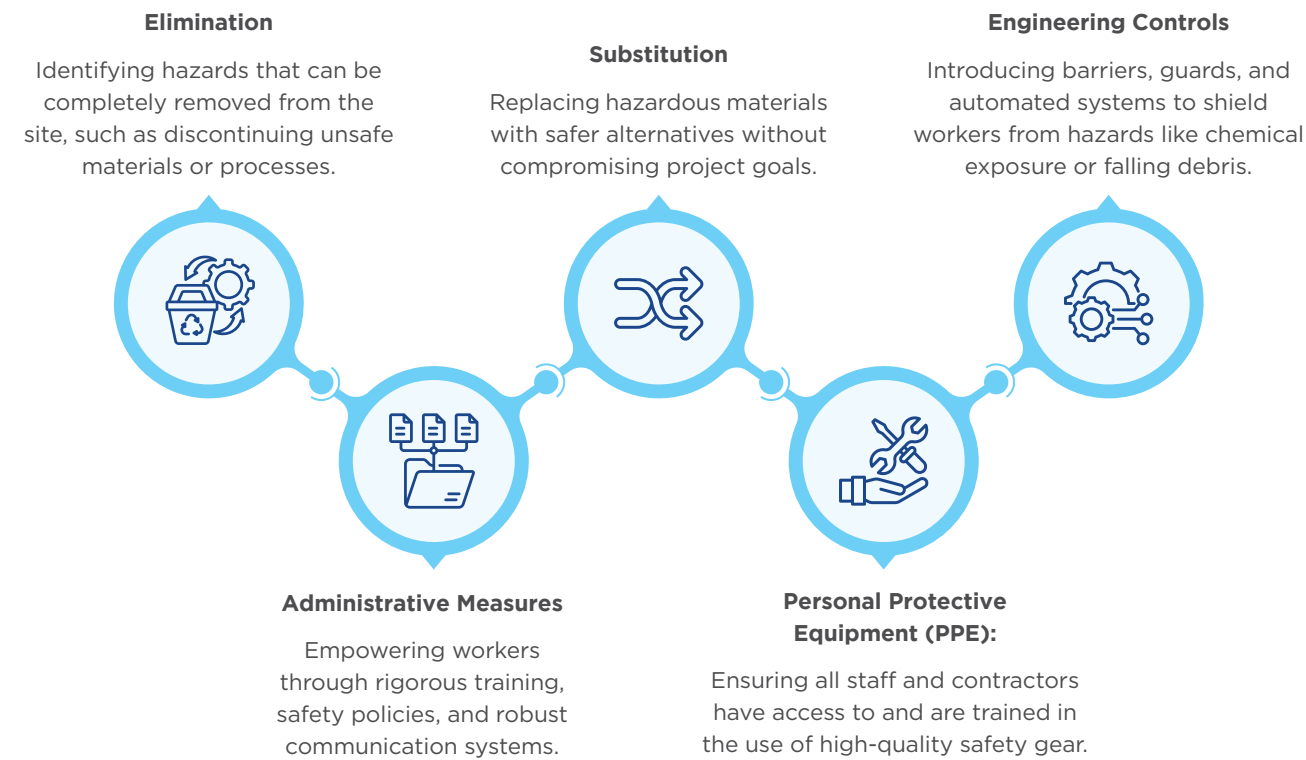
How HIRA is Embedded in Our Operations

From the first shovel of soil to the final coat of paint, HIRA is integrated into every stage of our projects. Each potential hazard is meticulously analyzed to develop site-specific solutions that address unique risks. For example, before excavation begins, we conduct detailed utility mapping and risk evaluations to mitigate collapses, prevent chemical leaks, and ensure operational safety.

But HIRA doesn’t stop there for us, it evolves as the project progresses. During construction, every activity is subjected to continuous reassessment, ensuring that emerging risks, such as machine failures or structural instabilities, are addressed promptly. Our philosophy is simple: prevention is better than reaction.

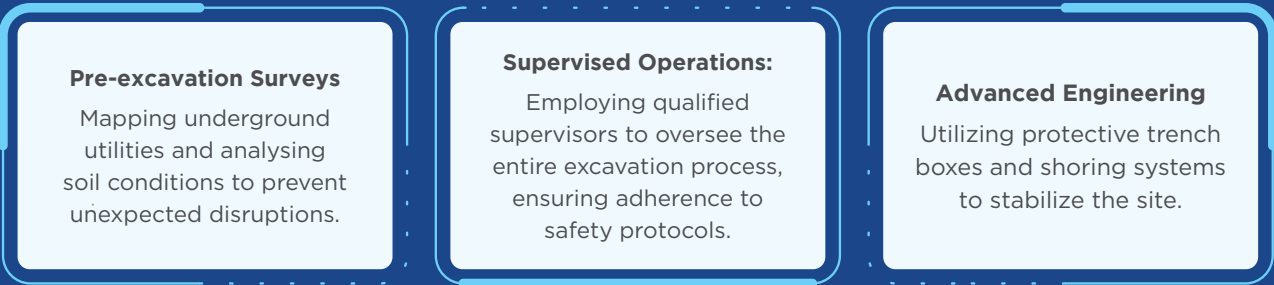
The PS Group Approach to Risk Control

Our approach is guided by the globally recognized Hierarchy of Controls, ensuring that higher-order solutions like elimination and substitution take precedence over lower-order measures like administrative controls or PPE. Here's how we bring this to life:



Case Study: Excavation Safety

Excavation is one of the most critical activities in real estate development. A single misstep can lead to serious incidents, from soil collapses to life-threatening utility damage. At PS Group, excavation risks are mitigated through:



PS Group's adoption of HIRA is not static; it is an evolving process. With every project, we adapt, innovate, and improve, setting benchmarks for safety in the real estate industry. This proactive approach allows us to go beyond merely meeting standards; we redefine them.

Integrated Management System

At PS Group, operational excellence is built on the foundation of a robust Integrated Management System (IMS). By combining the principles of quality management, environmental responsibility, and health and safety, the IMS provides a structured framework to ensure seamless processes and compliance with international standards. **100% compliance with standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.** Together, they enable PS Group to uphold its commitment to delivering sustainable communities while maintaining the highest levels of safety, efficiency, and environmental stewardship.

The IMS Process

The Integrated Management System at PS Group is meticulously designed and continually refined to ensure that all processes are aligned with organizational goals. Key elements of the IMS process include:



The IMS is more than a system, it is a strategic tool that helps PS Group maintain its leadership in the real estate sector. Through its implementation, the company achieves Compliance with Global Standards, the IMS streamlines operations, reduces inefficiencies, and minimizes risks, ensuring projects are delivered on time and within budget. The transparency and reliability of the IMS build trust among clients, employees, and partners, reinforcing PS Group’s reputation as an industry leader.

To ensure the consistent implementation of the IMS, PS Group has developed a comprehensive documentation system. This includes detailed processes, policies, and guidelines that are continuously updated based on the knowledge gained from past projects and organizational learning. This documentation serves as a reference for employees and ensures that all processes are carried out as planned.

Organization Profile



140+

Completed projects



100+

Joint ventures completed



15

Green building under construction



20+

Projects underway



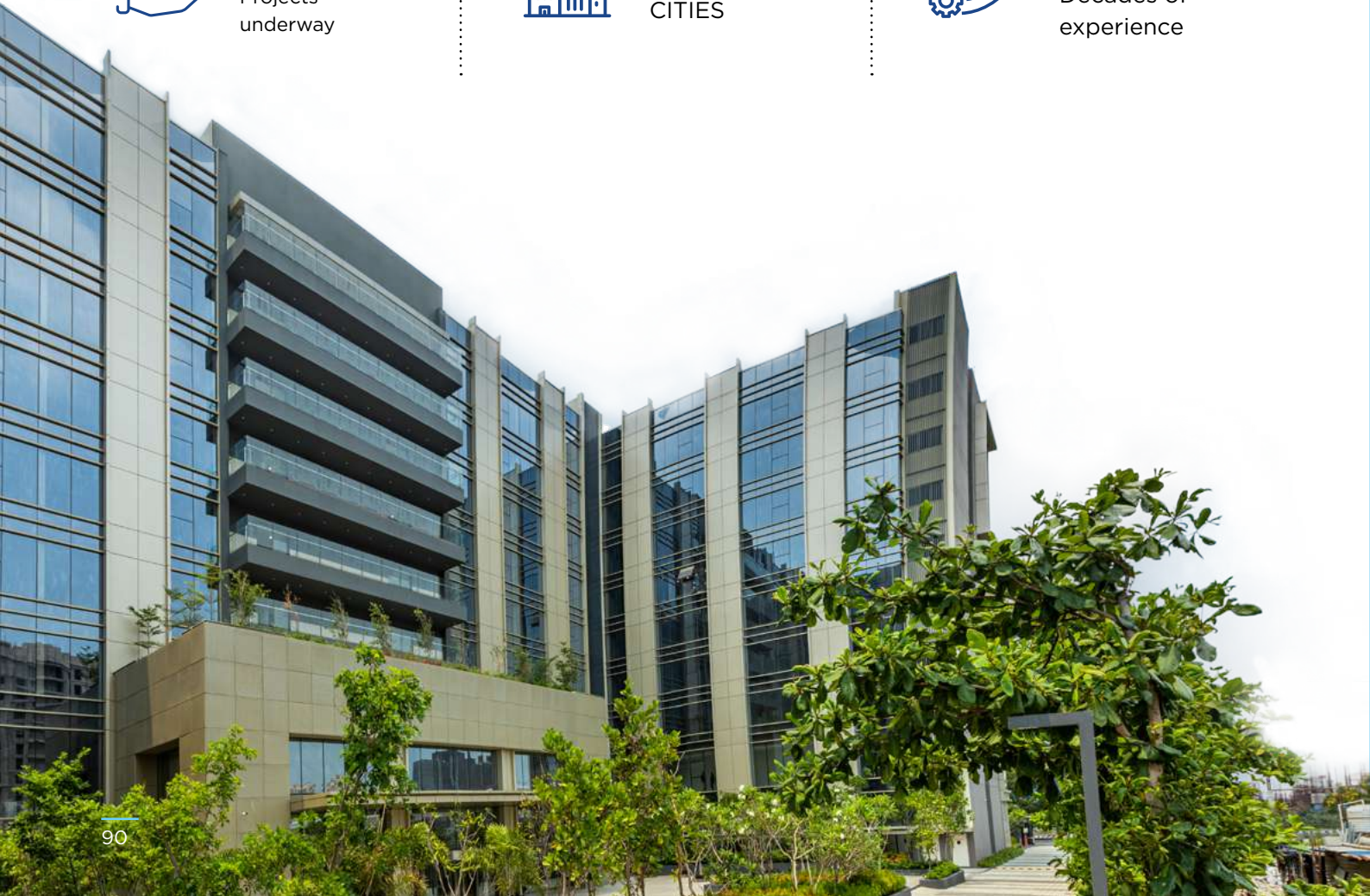
4

CITIES



3

Decades of experience



Risk Management and Internal Controls



Prioritise Environmental, Health, and Safety (EHS) excellence by aligning with local and international standards and legal requirements.

“Corporate governance is not just about chances and balances; it’s about creating a culture of integrity.”

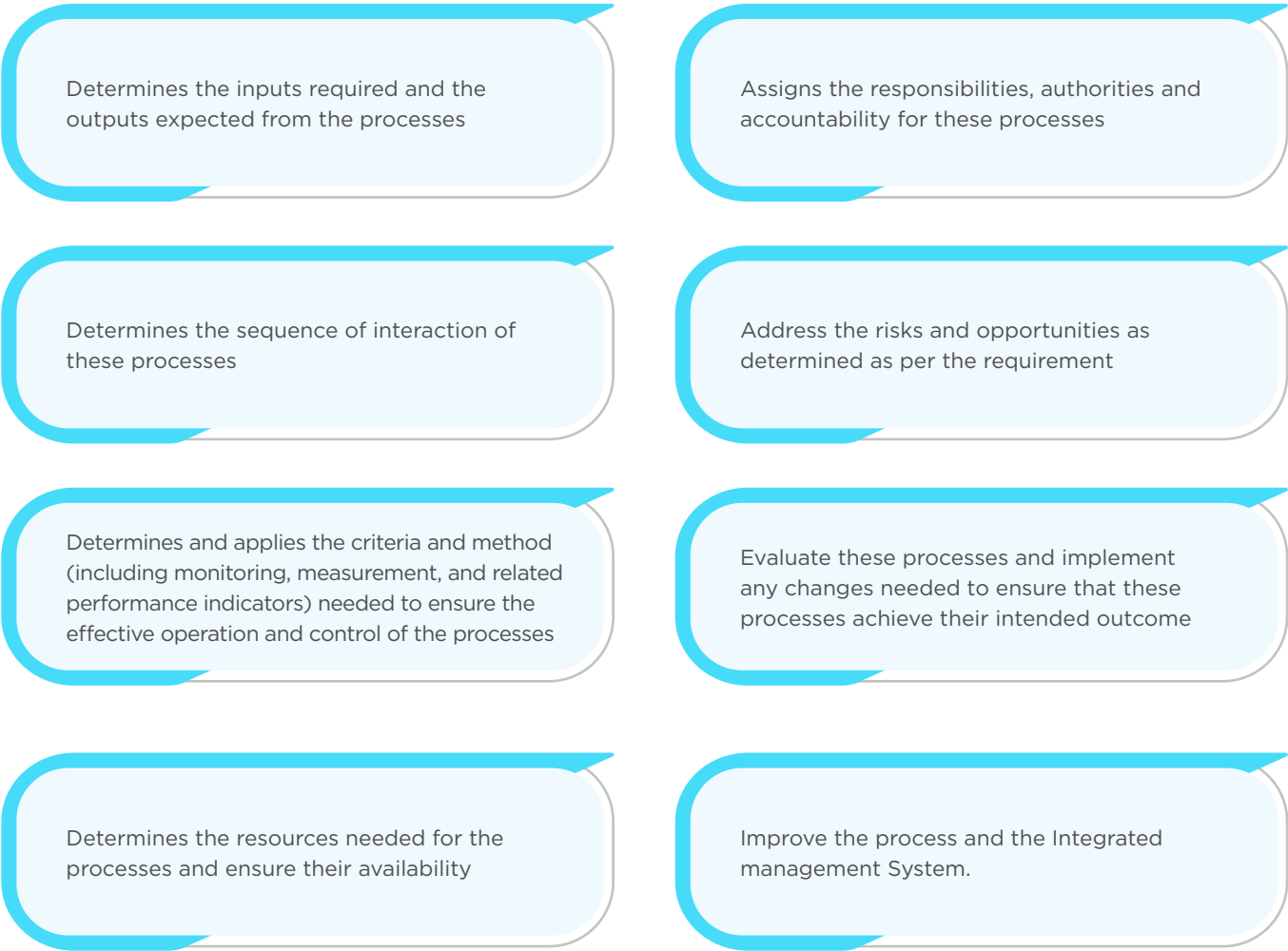
–Mary Schapiro (Former Chairperson, U.S. Securities and Exchange Commission)



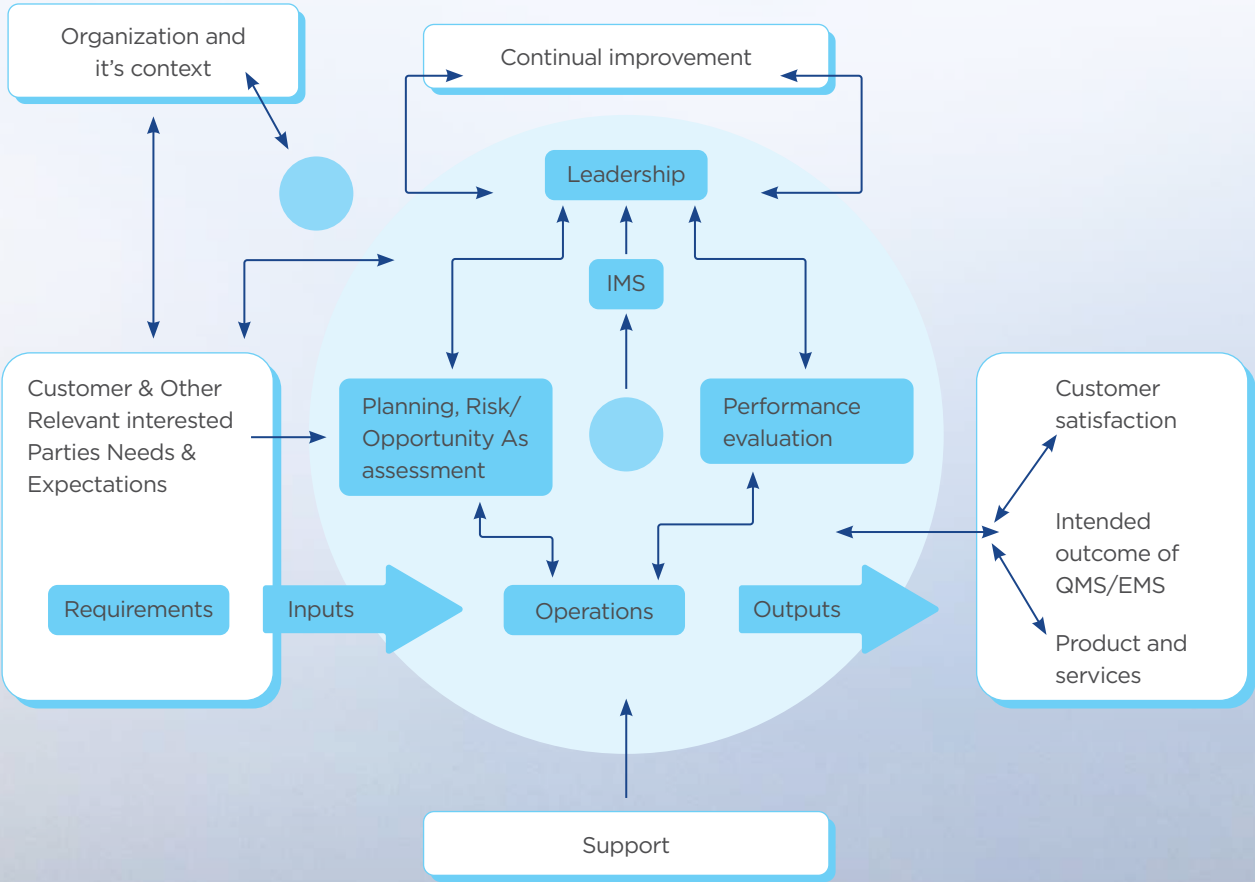
At PS, we prioritize excellence in Environmental, Health and Safety (EHS) management. By aligning with both local and international standards as well as legal requirements, we ensure that safety, health, and environmental care are integral to every aspect of our operations. Our dedication encompasses all stakeholders, including our workforce, contractors, and the communities we serve.

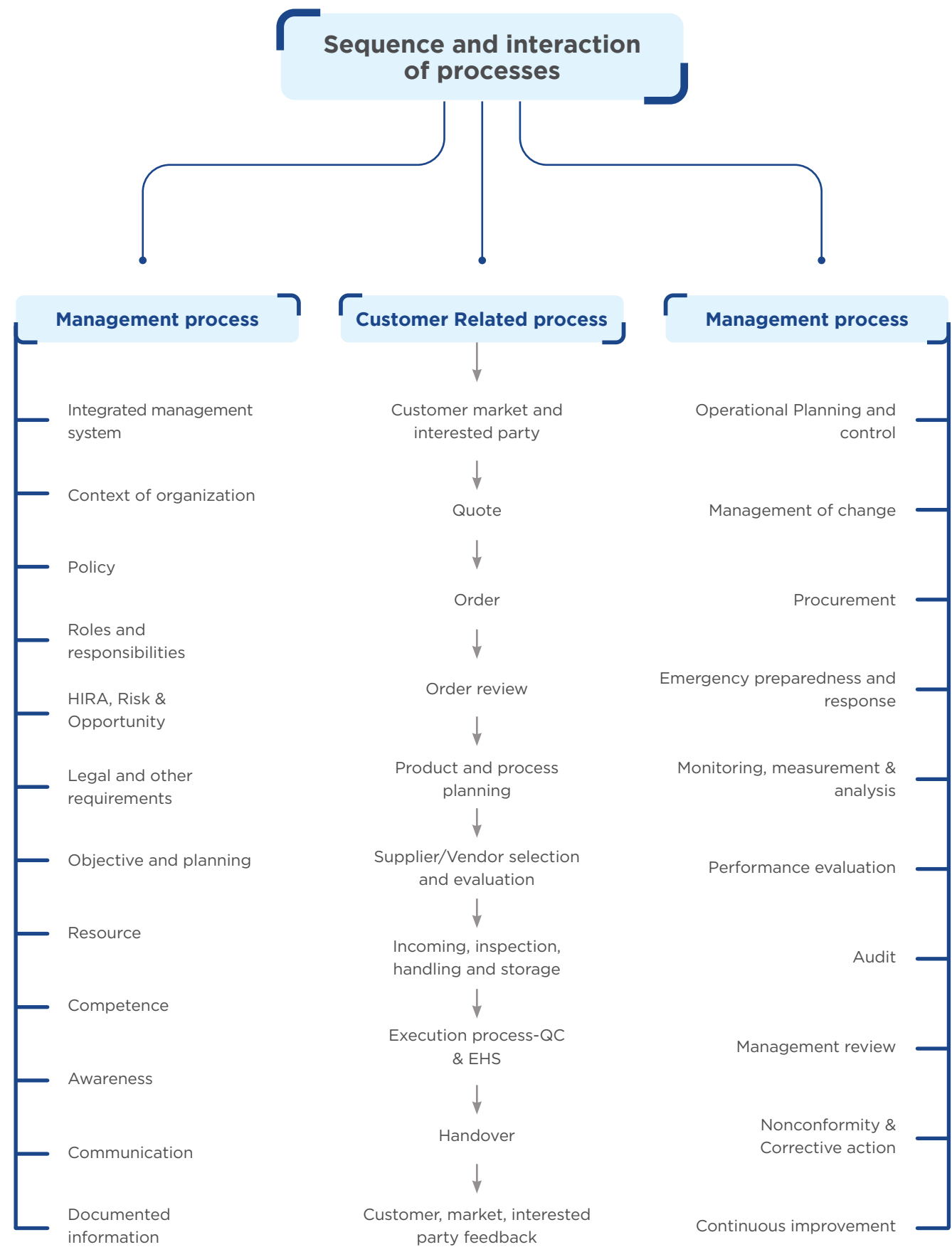
PS Group Realty Private Limited has established, implemented and maintained and continually improved its quality, environment, health & safety management systems including the processes needed and their interactions in accordance with the requirements to the international standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 in order to achieve its intended outcome including enhancing performance of the Integrated Management System.

We have determined the processes needed for the Integrated Management System and their application throughout the organization and



Interaction of IMS elements





Policies

We at PS Group, have robust policies in place, some in underway to build in transparency and ethics within the system. We try to achieve and adhere to the regulations without compromising the ethos of our work and commitment towards our people.

Quality Policy

PS Group's commitment to quality goes beyond products and services—it's about creating spaces where families can build memories without worry or compromise. By striving for **Zero complaints from our customers**, we ensure that every family can enjoy peace of mind, comfort, and happiness in their homes, allowing them to focus on what truly matters: spending

meaningful time together. We vow to continue our efforts to improve and maintain quality of products an services and keep abreast to the new technology in the field. We strive to upgrade skills and knowledge of the workers by providing necessary training for continual improvement in all areas of activities.

IT Assets, Data Privacy and Cyber Security Policy

This policy is established to ensure the proper use of the company's IT assets while safeguarding data confidentiality and privacy. It sets clear standards and frameworks for managing and protecting sensitive organizational data, demonstrating the company's commitment to upholding principles of data protection for users and consumers. Applicable to all employees, customers, suppliers, external consultants, partners, contractors, and other external entities, the policy outlines appropriate practices to protect the value of assets and maintain their security. Misuse, theft, or negligence of these resources can harm the company's profitability and damage the interests of its stakeholders.

IT assets must be used solely for legitimate business goals and objectives. Limited personal use is permissible, provided it does not interfere with the company's

operations, violate policies, or contravene legal requirements. However, the use of these assets for personal gain or other improper purposes is strictly prohibited, and any suspected fraud, theft, or misuse must be reported immediately for investigation. Non-business use of IT assets requires prior approval from an immediate manager.

The Information Technology (IT) department plays a critical role in implementing this policy and ensuring compliance across the organization. The IT Manager or an authorized representative will develop and maintain a comprehensive inventory cataloging the storage locations of sensitive company data and oversee adherence to the policy, safeguarding the confidentiality, integrity, and security of the organization's data and IT assets.

Policy on Anti-Bribery, Fraud, Corruption, Money Laundering, Gifts, Charitable Donations and Political Contribution

At PS Group, we are committed to conducting our business with honesty, diligence, and the highest ethical standards. We maintain a zero-tolerance approach to bribery, corruption, money laundering, fraud, or any other unethical practices. Our commitment to professionalism, fairness, and integrity is reflected in all our business dealings and relationships. All stakeholders, including directors, employees, trainees, casual workers, agency staff, agents, and contractors (collectively referred to as Designated Persons) directly or indirectly associated with PS Group, are strictly prohibited from engaging in any form of bribery,

corruption, money laundering, or fraudulent activities. This prohibition extends to any unlawful or inappropriate gain, whether direct or indirect, including payments made through third parties. In the event that any employee or associate suspects or becomes aware of potential bribery or unethical activity involving PS Group, they are obligated to report the matter to the Chief Financial Officer (CFO) without delay. This approach ensures that PS Group remains dedicated to upholding the highest standards of ethics and integrity in all its operations.

Governance Structure



To ensure governance, accountability, and ethical practices, fostering collaboration for sustainable growth.

“ Integrity, transparency, and the fight against corruption have to be part of the culture. They have to be taught as fundamental values. ”

–Angel Gurría, Former Secretary-General of the OECD



At the heart of PS Group's success lies its robust governance structure, designed to ensure accountability, transparency, and ethical business practices. The company operates under a well-defined hierarchical framework led by the Board of Directors, which oversees key strategic and operational decisions. This structure is meticulously designed to foster collaboration between leadership, management, and operational teams while maintaining an unwavering focus on corporate ethics and sustainable growth.

The governance structure consists of specialized committees and divisions, each responsible for distinct

aspects of the company's operations, ranging from finance and procurement to project management and environmental compliance. Leadership across these divisions ensures that responsibilities are clearly delineated, and objectives are aligned with the company's overarching vision of delivering sustainable communities for generations. Through a proactive and inclusive governance structure, PS Group demonstrates its commitment to creating enduring value for stakeholders, fostering trust, and contributing meaningfully to sustainable urban development. This governance model serves as the backbone of PS Group's journey toward building better, greener, and more inclusive communities

IT Assets, Data Privacy and Cyber Security Policy

A vital component of PS Group's governance model is the Central Monitoring Cell (CMC), a pivotal framework designed to streamline project execution and promote seamless collaboration across various departments. Introduced as a strategic initiative, the CMC bridges the gap between planned and actual outcomes, ensuring risks are mitigated and operational efficiencies are maximized.

The core objective of the CMC is to create a unified platform where progress is closely monitored, and any discrepancies between planned and actual outcomes are promptly addressed. Regular project-wise meetings are conducted monthly to review targets, evaluate achievements, and identify gaps. These discussions focus on critical aspects such as budget design, drawing submissions, vendor coordination, and issue resolution. By fostering clear communication, the CMC ensures that any pending tasks or roadblocks are resolved in real-time.

A key feature of the CMC is its centralized dashboard, which provides comprehensive visibility into the status of ongoing projects. This dashboard serves as a dynamic tool to monitor project milestones, align resources, and address any site-related issues proactively. Photographic evidence and progress updates are regularly shared, enabling stakeholders to make informed decisions and maintain accountability.

The CMC also emphasizes the importance of a consolidated review process, where all stakeholders convene to discuss project status and implement corrective measures where necessary. This approach not only reduces delays but also ensures that deliverables meet the highest standards of quality and efficiency. By aligning all teams under a centralized framework, the CMC plays a pivotal role in driving the success of PS Group's projects and reinforcing its commitment to excellence in real estate development.

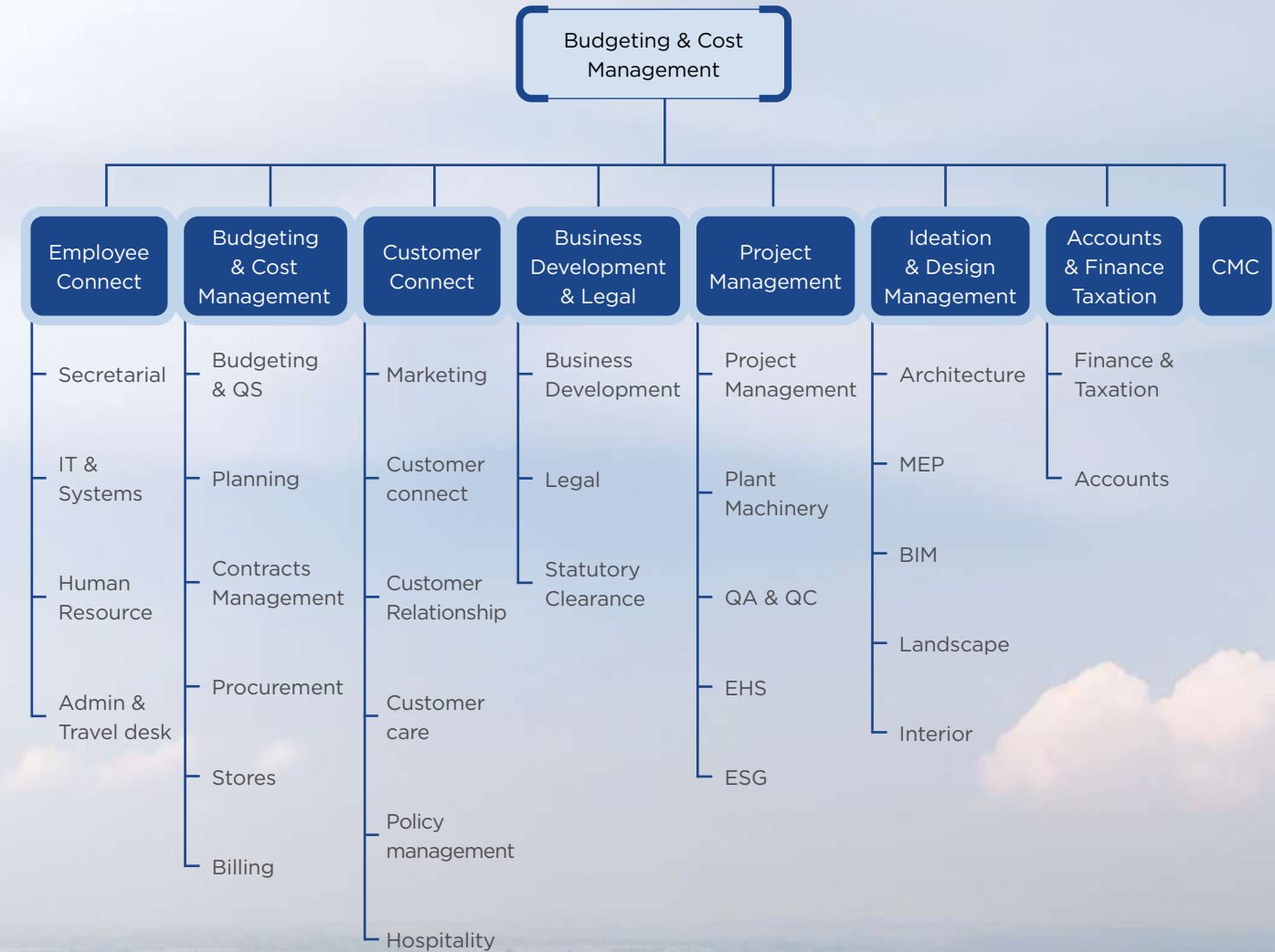


Board Oversight and Responsibilities

To ensure governance, accountability, and ethical practices, fostering collaboration for sustainable growth.



The Board of Directors plays a pivotal role in guiding the company’s strategic direction and ensuring compliance with legal, ethical, and operational standards. The board is committed to upholding the highest levels of integrity and transparency, with its core responsibilities including:



Collaborative Leadership and Oversight



To foster strong governance, and effective governance, driving informed decision-making and enhancing organizational efficiency.



The governance structure at PS Group promotes collaboration across departments to ensure seamless communication and decision-making. Every leader is entrusted with distinct responsibilities, ranging from

strategic planning to on-ground execution, ensuring the organization operates efficiently. The team also emphasizes innovation and continuous improvement, aligning their efforts with the company's long-term objectives.

Key Components of Governance Structure:



Employee Connect

Includes departments such as HR, IT, secretarial services, and administrative functions, all focused on fostering an inclusive and supportive workplace environment.



Budgeting & Cost Management

Manages budgeting, procurement, contract oversight, and financial planning to maintain fiscal responsibility and cost efficiency.



Customer Connect

Handles marketing, customer care, and hospitality, ensuring strong relationships with stakeholders and enhancing customer satisfaction.



Project Management:

Oversees project execution, plant machinery, and EHS (Environment, Health, and Safety) protocols, emphasizing safety and efficiency in operations.



Ideation & Design Management:

Focuses on innovative design solutions, including architecture, interiors, and landscaping.



Finance & Taxation

Covers all financial and compliance-related aspects, ensuring adherence to statutory obligations.



Business Development & Legal:

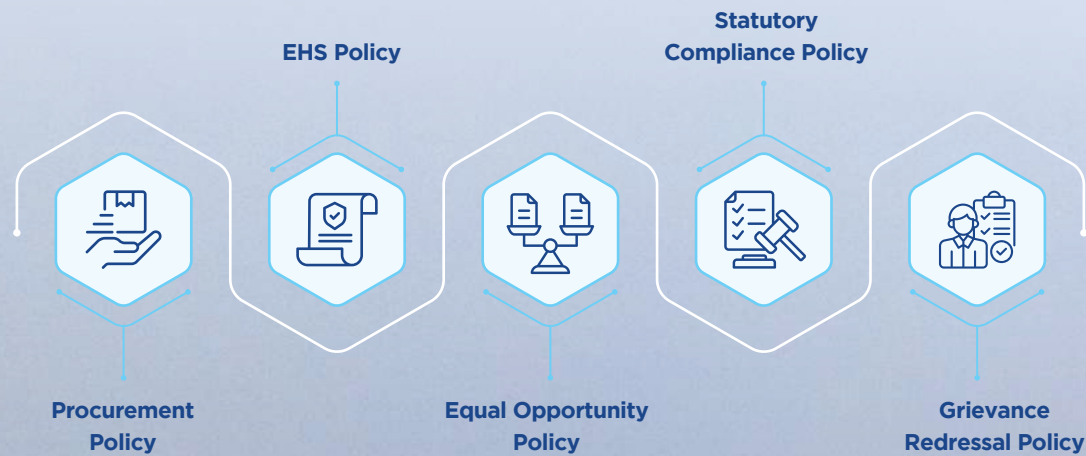
Manages strategic growth initiatives, legal clearances, and compliance with statutory requirements.

This streamlined governance model reflects PS Group’s commitment to maintaining the highest standards of accountability and operational excellence while creating value for all stakeholders.

Governance policies are a cornerstone of PS Group’s commitment to fostering a transparent, ethical, and accountable corporate environment. These policies provide clear guidelines and frameworks that ensure compliance with statutory regulations, align operations

with global standards, and reflect the organization’s dedication to sustainability, inclusivity, and excellence.

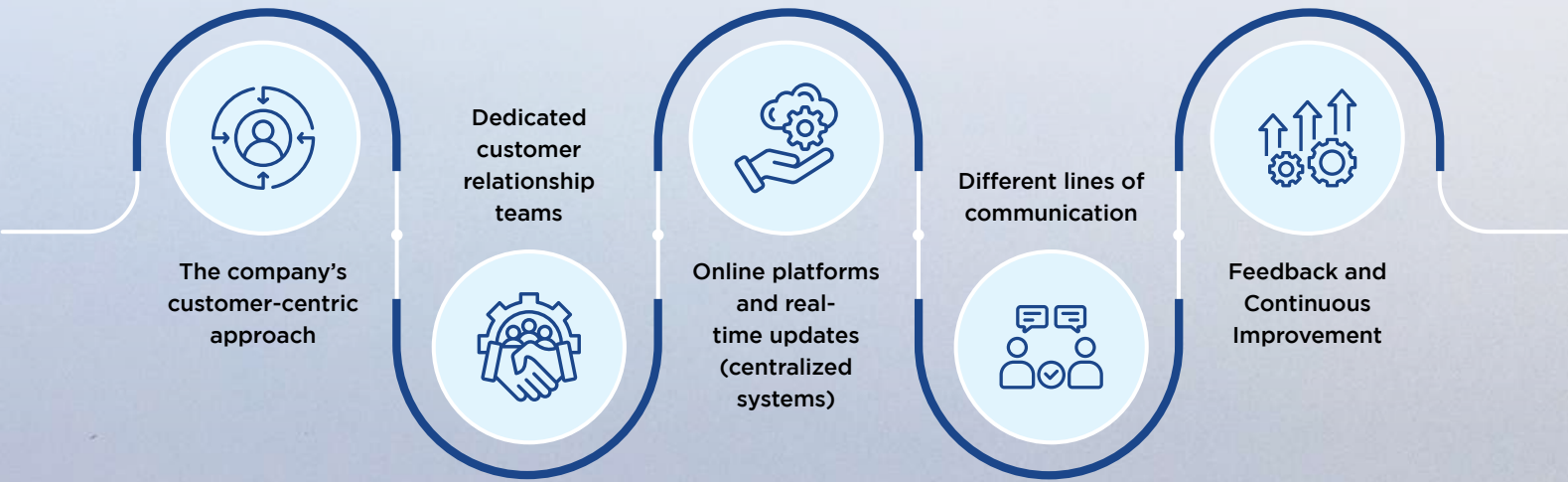
To support this, PS Group has implemented a comprehensive set of policies addressing key areas such as procurement, environment, health and safety, employee welfare, and statutory compliance. These policies are designed to streamline processes, mitigate risks, and promote ethical practices across all functions.



Excellence in Customer Service: A Commitment to Delivering Value

At PS Group, excellence in customer service is not just a department, it's a philosophy embedded in the very foundation of the organization. Understanding that customer satisfaction is the cornerstone of long-term

success, PS Group prioritizes building lasting relationships with its customers by delivering tailored solutions, transparency, and exceptional post-sale support.



Conclusion

At PS Group, our enduring commitment to “building for life” has been the cornerstone of our operations since 1985. With over 150 projects successfully delivered and more than 50 green buildings designed with sustainability at their core, our vision has consistently focused on creating thriving communities that endure across generations. This foundational belief that development can, and must, coexist with environmental and social responsibility predates contemporary ESG mandates; it is, and has always been, an inherent expression of our corporate ethics. From the early adoption of energy-efficient materials to the conservation of natural ecosystems, our approach has been intuitive and ethically driven, further solidified by our role as a founding member of the Indian Green Building Council in 2015 and the establishment of our dedicated ESG Committee in 2024.

The fiscal year 2023-24 marks a pivotal moment with the publication of our inaugural formal sustainability report. This comprehensive document is more than a mere record; it signifies a new era of disciplined performance monitoring, enhanced internal accountability, and transparent stakeholder engagement. It consolidates insights from over 20 projects, showcasing our quantifiable initiatives in environmental conservation, responsible sourcing, social welfare, and robust governance practices. We demonstrated tangible progress throughout the year, from significantly reducing our environmental footprint through solar power adoption and advanced wastewater treatment to pioneering 100% material reuse strategies and local sourcing, all while accelerating our transition towards a circular economy. Concurrently, we fortified our social obligations, ensuring zero-incident workplaces, promoting employee well-being and financial inclusion, and launching formal ESG training to embed sustainability across every organizational tier.

While we celebrate these achievements, we also embrace an honest perspective on areas requiring further refinement. Our quantification systems for waste, real-time environmental data monitoring, and comprehensive Scope 3 emissions reporting are evolving. To address these, we have diligently mapped a future-proof roadmap spanning near-term (1 year), mid-term (2 years), and long-term (5 years) horizons. Our immediate focus centers on establishing robust ESG data foundations and digital infrastructure for real-time sustainability indicators, while mid-term goals include process optimization and integrating ESG into vendor selection. Our long-term aspirations extend to climate-resilient infrastructure, expanded decarbonization efforts, and leveraging innovation to maximize resource efficiency.

At the core of our strategy remains the understanding that sustainability is a collective endeavour, requiring seamless cooperation, open stakeholder dialogue, and profound community trust. Our impact vision is holistic and people-centric, encompassing everything from employee health initiatives to community education and employment through our CSR programs. Looking ahead, PS Group remains firmly rooted in the founding values of integrity, excellence, and purpose. This report does not signify the culmination of our sustainability journey but rather the energized commencement of a more intentional, data-driven, and people-centric chapter. With unwavering vision and unity of purpose, we are exceptionally positioned to not only develop responsibly but to build sustainably for the prosperity of future generations.

Index

Indicator	Description	Unit	FY 2023-24	Reference section & Number
Environment				
Emissions management	Scope 1 GHG Emissions (Direct)	tCO ₂ e	148.82	Pg. 22
	Scope 2 GHG Emissions (Indirect)	tCO ₂ e	2,656.93	Pg. 22
	Scope 3 GHG Emissions (Upstream and Downstream)	tCO ₂ e	PS Group does not track Scope 3 Emissions	Water
	Avoided Emissions (Solar)	tCO ₂ e	260.92	Pg. 22
	GHG Emissions Intensity	tCO ₂ e/m ²	0.004	Pg. 22
Energy use	Grid Electricity Consumption	kWh	3,654,649	Pg. 22
	Solar Energy Consumption	kWh	358,900	Pg. 22
	Diesel Consumption	Litres	24,476.56	Pg. 22
Water conservation	Total Water Consumption within the organisation	KL	270,882.4	Pg. 18
	Water withdrawal	KL	PS Group does not track	
	Water discharge	KL	PS Group does not track	
	Water Consumption Intensity	KL/m ²	0.4	Pg. 18
Waste management	Waste by type and disposal method	Tonnes	PS Group does not track waste by type	
Environmental compliance	Any incidents of breach of Non-compliance with environmental laws and regulations?	Yes/ No	No incidents were recorded in the reporting year	Pg. 17
	Management Approach	Yes/ No	Yes	Pg. 17
Biodiversity	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	Sq. ft	6 million+	Pg, 28
	Total Green Land Developed (IGBC-certified projects)			

Indicator	Description	Unit	FY 2023-24	Reference section & Number
Social				
Workforce	Total workforce (as of Apr 2024)	Number	583	Pg. 36
	Total workforce (as of Mar 2023)	Number	424	Pg. 36
	Total Male workforce	Number	495	Pg. 36
	Total female workforce	Number	76	Pg. 36
	% representation of women in total workforce	%	13.3	Pg. 36
	No. of new employee hires	Number	PS Group has not reported	
	Employee Turnover Rate	%	16%	Pg. 37
	Workforce in the age group: <30 years	Number	156	Pg. 36
	Workforce in the age group: between 30-50 years	Number	342	Pg. 36
	Workforce in the age group: >50 years	Number	43	Pg. 36
Training	Average hours of training per year per employee	Hours	1380	Pg.31
	Registered Under BOPT Scheme	Number	20	Pg. 31
Health & Safety	Construction Workers (Man Days)	Hours	6394040	Pg. 46
	Fatal Incident	Number	0	Pg. 46
	Lost Time Incidents (LTI)	Number	1	Pg. 46
	Total Reportable Incidents	Number	1	Pg. 46
	Lost Man-Days	Days	1	Pg. 46
	FR (Frequency Rate) Number of reportable lost time injury X 1000000 / Man-hours worked.	Rate	0.015	Pg. 46
Community	Amount spend on community development initiatives (CSR) in the reporting year	INR	5,95,93,494	Pg. 37
	Total number of project beneficiaries	Number	PS Group does not track	

Indicator	Description	Unit	FY 2023-24	Reference section & Number
Governance				
ESG Committee	Committee Formation Year	Year	2024	Pg. 55
Board Diversity	Age and Gender Info	-	Not reported; part of the annual report	
Governance	Does the company have a corporate governance policy and procedures/ manual?	Yes/No	Yes	Pg. 55
	No. of incidents of breach of corporate governance	Number	0	Pg. 55
Ethics & non-discrimination	Does the company have a code of conduct	Yes/No	Yes	Pg. 54
Anti-Corruption	Does the company have a zero-tolerance for anti-corruption?	Yes/No	Yes	Pg. 54
Child and Forced Labour	Does the company have a zero-tolerance policy towards child and forced labour?	Yes/ No	Yes	Pg. 54
Supplier Code of Conduct	Does the supply code of conduct align with the company's code of conduct?	Yes/ No	Yes	Pg. 45
	No. of incidents of breaches of code of conduct?	Number	0	Pg. 45
	Operations and suppliers at significant risk for discrimination?	Number	0	Pg. 45
	Operations and suppliers at significant risk for incidents of child labour?	Number	0	Pg. 45
	Operations and suppliers at significant risk for incidents of forced or compulsory labour?	Number	0	Pg. 45

