

Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

S. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L45400HR1985PLC021622
2	Name of the Listed Entity	Anant Raj Limited
3	Year of incorporation	1985
4	Registered office address	Plot No. CP-1, Sector-8 IMT Manesar, Gurugram-122051, Haryana, India
5	Corporate address/ Head Office address	H-65, Connaught Circus, New Delhi-110001
6	E-mail	manojpahwa@anantrajlimited.com
7	Telephone	011-43034400
8	Website	www.anantrajlimited.com
9	Financial year for which reporting is being done	2023-2024, April 1, 2023-March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 68,37,81,506
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. A.K. Prashar E-mail id: ak.prashar@anantrajlimited.com Phone No.:011-43034426
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated (For the entity and its subsidiaries)
14	Name of Assurance Provider	Not Applicable
15	Type of Assurance obtained	Not Applicable

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate	Real estate activities by sale of plots, villas, independent floors, commercial buildings etc.	100%

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Residential		
2	Commercial	4100	96%
3	Integrated cities		
4	Rental		4%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not applicable	Area offices (including branch and project offices of the Company and its subsidiaries): 16 – Rajasthan (1), Haryana (7), Delhi (7), Andhra Pradesh (1)	16
International	Not Applicable	NIL	Not applicable

19 Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Haryana, Rajasthan, Delhi and Andhra Pradesh Total no. of states served: 4
International (No. of Countries)	None (Not applicable)

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

The Company is not involved in the export of any product or services; hence it is not applicable.

c. A brief on type of customers

The Company is in the real estate and infrastructure development business. It is committed to crafting the future with environmentally and socially responsible homes and commercial developments through its residential and commercial customers.

IV. Employees

20 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
Employees						
1	Permanent (D)	204	176	86.27	28	13.73
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total employees (D+E)	204	176	86.27	28	13.73
Workers						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total workers (F+G)	NIL	NIL	NIL	NIL	NIL

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No. C	% (C/A)
Differently Abled Employees						
1	Permanent (D)	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total differently abled employees (D+E)	NIL	NIL	NIL	NIL	NIL
Differently Abled Workers						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total differently abled workers (F+G)	NIL	NIL	NIL	NIL	NIL

21 Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel (Other than Managing Director, Whole time Director & CEO and Whole time Director & COO)	2	0	0

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	14%	1%	15%	29.53%	1.67%	31.2%	13.51%	0.54%
Permanent Workers	Nil								

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23 (a) Name of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Adonai Home Private Limited	Subsidiary	100%	NO
2	Advance Buildcon Private Limited	Subsidiary	100%	NO
3	Anant Raj Cons. & Development Private Limited	Subsidiary	100%	NO
4	Anant Raj Cloud Private Limited	Subsidiary	100%	YES
5	Anant Raj Digital Private Limited	Subsidiary	100%	NO
6	Anant Raj Green Energy Private Limited	Subsidiary	100%	NO
7	Anant Raj Realty Private Limited*	Subsidiary	100%	NO
8	Anant Raj Enterprises Private Limited*	Subsidiary	100%	NO
9	Ashok Cloud Private Limited	Subsidiary	100%	NO
10	Anant Raj Estate Management Services Limited	Subsidiary	100%	NO
11	Anant Raj Housing Limited	Subsidiary	100%	NO
12	AR Login 4 Edu Private Limited	Subsidiary	100%	NO
13	ARE Entertainment Limited	Subsidiary	100%	NO
14	Century Promoters Private Limited	Subsidiary	100%	NO
15	Echo Properties Private Limited	Subsidiary	81.01%	NO
16	Empire Promoters Private Limited	Subsidiary	100%	NO
17	Excellent Inframart Private Limited	Subsidiary	100%	NO

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
18	Four Construction Private Limited	Subsidiary	100%	NO
19	Glaze Properties Private Limited	Subsidiary	100%	NO
20	Green Valley Builders Private Limited	Subsidiary	100%	NO
21	Green Way Promoters Private Limited	Subsidiary	100%	NO
22	Grandstar Realty Private Limited	Subsidiary	100%	NO
23	Hamara Realty Private Limited	Subsidiary	100%	NO
24	Jai Govinda Ghar Nirman Limited	Subsidiary	100%	YES
25	Jasmine Buildwell Private Limited	Subsidiary	100%	NO
26	North South Properties Private Limited	Subsidiary	100%	NO
27	Pasupati Aluminum Limited	Subsidiary	100%	NO
28	Pelikan Estates Private Limited	Subsidiary	100%	NO
29	Pioneer Promoters Private Limited	Subsidiary	100%	NO
30	Rolling Construction Private Limited	Subsidiary	79.61%	NO
31	Romano Estates Private Limited	Subsidiary	100%	NO
32	Romano Estate Management Services Limited	Subsidiary	100%	NO
33	Romano Infrastructure Private Limited	Subsidiary	100%	NO
34	Rose Realty Private Limited	Subsidiary	100%	NO
35	Sartaj Developers and Promoters Private Limited	Subsidiary	100%	NO
36	Sovereign Buildwell Private Limited	Subsidiary	100%	NO
37	Spring View Developers Private Limited	Subsidiary	75%	NO
38	Springview Properties Private Limited [#]	Subsidiary	100%	NO
39	Tumhare Liye Realty Private Limited	Subsidiary	100%	NO
40	Woodland Promoters Private Limited	Subsidiary	100%	NO
41	Roseland Buildtech Private Limited [^]	Associate	50%	NO
42	E2E Solutions Private Limited	Associate	49%	YES
43	Romano Projects Private Limited	Associate	50%	NO
44	Avarna Projects LLP	Joint Venture	50%	YES

*Incorporated during the year

[#]Ceased to be subsidiary during the year

[^]Ceased to be associate during the year

VI. CSR Details

- 24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): YES
- (ii) Turnover (in ₹) 79879.79 lakhs
- (iii) Net worth (in ₹) 281532.14 lakhs

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	In- person reporting to the Project Manager or Site incharge	Nil	Nil	-	0	0	-
Investors (other than shareholders)	In- person reporting to the Project Manager or Site incharge	Nil	Nil	-	0	0	-
Shareholders	Filed with Company/ Stock Exchanges/SEBI	20	1	Nature of complaints involve: 1. Non receipt of Dividend. 2. Non receipt of annual report/ others 3. Non receipt of share certificate	14	0	Nature of complaints involve: 1. Non receipt of Dividend. 2. Non receipt of annual report 3. Non receipt of share certificate
Employees and workers	Third parties	Nil	Nil	-	0	0	-
Customers	Through Communication Channel like email, telephone etc	49	1	-	57	0	-
Value Chain Partners	Complaints registered online	Nil	Nil	-	0	0	-
Other		-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Our Planet	Opportunity	Energy Efficient Green Buildings	Certified product by the Indian Green Building Council	Positive implications
2	Our Customers	Opportunity	Energy Efficient Improve Customer health and well-being Preserve natural habitat	Green Building Energy conservation	Positive implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Our People	Opportunity	Health and Safety Employee well-being Gender diversity Employee representation Attract talent for the benefit of the Company	It is opportunity	Positive implications
4	Our Communities	Opportunity	Energy Efficient Create a positive impact on climate change prevention	Green Building Energy conservation	Positive implications
5	Governance	Opportunity	Anti-bribery and corruption Code of conduct/Business Practices Privacy and data security	It is opportunity	Positive implications

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	As per company practice, all the policies are approved by the concerned authority depending upon the nature of the policy. The concerned authority could be the Board, MD, CEO / Functional Head etc. The Company has formulated the policies and adopted best practices of its own volition. However, while formulating the policies and adopting the same, the Company has been sensitive to the stakeholders' interest.								
c. Web Link of the Policies, if available	https://www.anantrajlimited.com								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Internal stakeholders are made aware of the policy and external stakeholders are communicated to the extent applicable.								
4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Anant Raj Group is adopting international codes/ certifications/ lables/ standards in various formats.								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set target for its Data Center at Rai and Panchkula, Haryana to be a green field project on the remaining portions of the land.								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	All the targets are long-term, and the Company annually monitors and measures the performance of the commitments. The Company has achieved its commitments.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the Management’s Message at the beginning of the Annual Report.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Amit Sarin, Managing Director								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The Company’s multi-tiered governance structure is spearheaded by the Board of Directors (BOD), responsible for formulating and implementing the strategy. Management of daily activity rests with the Managing Director, CEO, COO and other senior leaders. Board-level committees such as the Audit Committee, Corporate Social Responsibility Committee, Risk Management Committee, Stakeholders Relationship Committee etc., formed among the board members help in the formulation, overseeing and implementation of associated policies.								

10 Details of Review of NGRBCs by the Company:

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

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

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

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

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators**1 Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	04	Code of Conduct Anti-bribery and Anti-corruption and Insider Trading Prevention of Sexual Harassment Health and Safety	80%
Employees	06	Firefighting drills (04 Nos) and Lift safety evacuation and landing in case of emergency (02)	A total of 152 personnel participated in the Fire Fighting Drill in FY- 2023-24. A total of 76 personnel participated in Lift safety training in FY 2023-24.
Workers	-	-	-

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

The Company had no monetary and non-monetary fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in financial year 2023-24 based on materiality thresholds.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine		Nil			Nil
Settlement		Nil			Nil
Compounding fee		Nil			Nil

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes, Anant Raj has an Anti-corruption & Anti-bribery policy to ensure ethical conduct in all its operations. Anant Raj is committed to upholding the highest moral and ethical standards, and does not tolerate bribery or corruption in any form. The policy emphasizes Anant Raj's zero-tolerance approach to bribery and corruption. The purpose of the Policy is to ensure that employees and workers of Anant Raj ethically conduct business and understand & adhere to the requirements of all applicable anti-bribery laws and best practices. Detailed policy is available at the website of the Company and can be accessed at the web-link:

<https://anantrajlimited.com/admin-login/images/pages/Anti-corruption%20and%20Anti-bribery%20Policy.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6 Details of complaints with regard to conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

No cases/complaints were received in the above matters.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	0.59	1.1

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	NA	NA
Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	Nil	Nil
	b. Sales (Sales to related parties/ total sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / total loans and advances)	Nil	Nil
	d. Investments (Investments in related parties / total investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
None	NA	NA

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

Anant Raj has a Code of Conduct that all Board members and senior management must adhere to. If a conflict of interest arises, the Director must report it immediately as per the guidelines specified in the Code of Conduct. The Board of Directors and senior management submit an annual declaration confirming their adherence to the Code of Conduct, which includes the provisions on dealing with conflicts of interest. You can find the link to the policy here: <https://www.anantrajlimited.com/admin-login/images/pages/596783590Code%20of%20conduct%20for%20Board%20Members%20and%20Senior%20Management.pdf>

Additionally, the Board of Directors must disclose any interests they have in other entities, either directly or through their relatives, as part of annual compliance and as required from time to time.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D			NIL
Capex			

- 2 a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes, the Company has formulated a Sustainable Supply Chain Management Policy that outlines the framework for reporting on environmental, social, and economic impacts. Our key focus is to assess based on ESG parameters and verify if the policies of the organisations, business continuity management systems practices, and strategies and initiatives to overcome sustainability risks are in place.

Web-link of Supply Chain Policy:

<https://anantrajlimited.com/admin-login/images/pages/Supply%20Chain%20Policy.pdf>

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

At present, Anant Raj has not assessed the percentage of inputs sourced sustainably.

3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

(a) Plastics (including packaging)	Anant Raj is a company that specializes in constructing and developing residential homes, as well as operating and maintaining integrated cities and commercial spaces. As the lifespan of these developments is long-term, the company does not engage in reusing or recycling the developed products. However, the company does handle the construction and demolition waste generated during construction activities by partnering with authorized recyclers and waste handlers. The company also reuses most of the construction waste material as applicable.
(b) E-waste	
(c) Hazardous waste	
(d) other waste.	

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

No, Extended Producer Responsibility (EPR) does not apply to the Company's activities.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Anant Raj has not yet conducted LCA

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)

Nil

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled (MT)	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not Applicable

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

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	176	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	28	NIL	NIL	NIL	NIL	28	100	NIL	NIL	NIL	NIL
Total	204	NIL	NIL	NIL	NIL	28	13.72	NIL	NIL	NIL	NIL
Other than Permanent employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent workers											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	Nil	Nil

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	80.88%	NIL	Y	78.98%	NIL	Y
Gratuity	100.00%	NIL	N.A.	100.00%	NIL	N.A.
ESI	37.25%	NIL	Y	42.61%	NIL	Y
Others - Please specify	NIL	NIL	NIL	NIL	NIL	NIL

3 Accessibility of workplaces

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

The Company does not currently have any differently-abled employees, but our Registered Office at Manesar and office at Sector 63A, Gurugram is accessible to differently-abled persons as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, as a principle, the Company through its Equal Employment Opportunity policy, prohibits any kind of discrimination against any person with a disability in any matter related to employment as per the Right of Persons with Disabilities Act, 2016, and Transgender Persons (Protection of Rights) Act 2019.

Web-link of the Equal Opportunity Policy:

<https://anantrajlimited.com/admin-login/images/pages/Equal%20ppportunity%20Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, there is a grievance redressal mechanism available at project site establishments and offices. You can raise a complaint directly to the site in-charge at the respective site or report it to the HR & Admin department. Additionally, you can also raise grievances through emails and all grievances received through different platforms are directed to the respective Head of the Department. They are resolved through the respective HR & Admin Department. Grievances can be raised through Whistle Blower system using a dedicated e-mail for the purpose.
Other than Permanent Workers	
Permanent Employees	Yes, there is a grievance redressal mechanism available at project site establishments and offices. You can raise a complaint directly to the site in-charge at the respective site or report it to the HR & Admin department. Additionally, you can also raise grievances through emails and all grievances received through different platforms are directed to the respective Head of the Department. They are resolved through the respective HR & Admin Department. Grievances can be raised through Whistle Blower system using a dedicated e-mail for the purpose.
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

8 Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	176	25	14.20	80	45.45	152	20	13.16	55	36.18
Female	28	5	17.85	12	42.85	24	4	16.67	5	20.83
Total	204	30	14.70	92	45.09	176	24	13.64	60	34.09
Workers										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	0	0	0%	0	0%	0	0	0%	0	0%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	176	134	76%	152	113	74.34%
Female	28	16	57.14%	24	14	41.17%
Total	204	150	74%	176	127	72.15%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10 Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, the Company has implemented an occupational health and safety management system covering entire operations.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has in place a systematic risk management process to identify and control all the hazards in construction project sites and offices. The Company collects and review information about the hazards present or likely to be present in the workplace. The Company conducts initial and periodic inspections of the workplace to identify new or recurring hazards. The following steps are taken for the control of risk: (i) Quick attention to critical or high-risk hazards (ii) Effective temporary solutions until permanent fixes are applied (iii) Long-term solutions for those risks which can cause long-term illness (iv) Long-term solutions for those risks with the worst consequence (v) Training of workers on the risks, which continue to remain and its control measures (vi) Regular monitoring to check whether control measures are intact or not
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes, the Company has processes for workers to report work-related hazards and remove themselves from such risks.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the eligible employees have ESIC health cover.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	Nil
	Workers	NIL	Nil
Total recordable work-related injuries	Employees	NIL	Nil
	Workers	NIL	Nil
No. of fatalities	Employees	NIL	Nil
	Workers	NIL	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	Nil
	Workers	NIL	Nil

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

Our buildings are thoughtfully designed, keeping the health and well-being of our employees and occupiers in mind. Different design elements ensure that the buildings offer a conducive work environment. These elements minimise stress or discomfort due to loud sounds, insufficient light or excessive glare, or thermal stress in order to create ergonomically friendly spaces.

At Anant Raj, we have taken a number of steps to control the dust released from our projects.

- Each of our sites is surrounded by high barricades
- When not in use, construction materials kept on the ground or in vehicles are mandatorily covered

The Company is committed to continuously employing Safety, Health and Environment practices through benchmarking with the companies that are best in the business. We check for Air quality at our offices spaces and take regular measures to improve the same. Frequent equipment checks are carried out to mitigate any wear and tear due to continued use, E.g.: Air Conditioners, UPS, Stabilisers etc, Fire alarm systems and smoke detectors are installed at all premises. Fire extinguishers are kept filled to ensure effective use during any untoward incidents. The Company strives to use inflammable substitutes for its construction project sites. Project specific safety committee is established and improvement areas are discussed.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14 Assessments for the year:

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

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

NA

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

Yes, in case of any death of the employee, the Company provides a compensatory package and employment to the member of the family based on certain criteria.

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

Compliances are deducted from monthly salary and deposited with the authority in the compliance timeline.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company believes in hiring well-qualified talent on merits and continuously upskills the workforce to align with the changing business environment.

5 Details on assessment of value chain partners:

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

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

Not Applicable

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

Essential Indicators

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

The internal and external groups/ bodies whose activities, participation and aspirations are integral to the business and have an immediate and significant impact on the operations of the Anant Raj, are regarded as key stakeholder groups and have been identified accordingly.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1 Shareholders & Investors	No	Annual General Meeting/ Stock Exchange disclosures/ Quarterly and Half Yearly Results publications/ Email Communications/Letters/ Press release/Complaints and resolutions	AGM – Annual H/Y results – Half Yearly Q/Y Results Quarterly Others - Ongoing	Financial results, dividends, financial stability, induction of board members, changes in shareholdings, growth prospects
2 Employees	No	Forum, performance appraisal meeting, review, exit interviews, wellness initiatives, grievance mechanism functioning, email, circulars	Ongoing	Performance analysis and career path setting, operational efficiency, long-term strategy plans, training and awareness, health, safety and engagement initiatives.
3 Customers	No	Newsletter brochures and meetings	Ongoing and as-per-product launches	Product quality, safety and availability, responsiveness of needs, timely delivery, fair and competitive pricing
4 Suppliers/ Contractors/ Partners	No	Annual supplier and contractor meeting	Annual/ Monthly	Inclusion of local suppliers/ contractors
5 Government	No	Meetings with local administration/ state government authorities through seminars on a need basis	Ongoing	Statutory compliance, transparency in disclosures, tax revenues, sound corporate governance mechanism
6 Communities	Yes	Community visits and projects, partnership with local charities, CSR initiatives	Ongoing	Assess local communities' needs, and strengthen livelihood opportunities.

Leadership Indicators

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

At Anant Raj, we believe in creating value for all our stakeholders, which include employees, shareholders, customers, partners and vendors, the Government, and the community. To cater to their needs, we engage with these key stakeholder groups and understand their perspectives. Through these engagements, we keep a close eye on key economic, environmental, and social trends that can be incorporated into our overall business strategy.

Our stakeholder engagement mechanism is a driving force towards strengthening and diversifying the stakeholder relationship. This further helps us identify key material issues impacting our company's growth. We present these identified material issues to the highest governing member and the board for their feedback and guidance on strategizing the sustainable growth model of the Company.

To keep our engagements up-to-date, we periodically review the stakeholder engagement exercise. This is part of our efforts to continually engage with internal and external stakeholder groups for the identification of key material issues impacting them.

2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Anant Raj has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

Please refer to the following link for information about the Company's community work - <https://www.anantrajlimited.com/csr.php>

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	NIL	NIL	NIL	NIL	NIL	NIL
Workers						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Workers	NIL	NIL	NIL	NIL	NIL	NIL

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent	204	40	19.60%	164	80.40%	176	62	36%	114	64.78%
Male	176	37	21.02%	139	78.98%	152	58	38.15%	94	61.85%
Female	28	3	10.71%	25	89.29%	24	4	16.67%	20	83.33%
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Workers										
Permanent	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent		NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	11520000	0	0
Key Managerial Personnel	2	2591547	0	0
Employees other than BoD and KMP	171	296421	28	331047
Workers	NIL	NIL	NIL	NIL

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	8.34%	8.10%

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

YES

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

Any employee can voice all types of issues and violations to the internal complaints committee, which takes immediate remedial measures to ensure that such violations do not occur in future.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	Nil	Nil	NA
Discrimination at workplace	NIL	NIL	NIL	Nil	Nil	NA
Child Labour	NIL	NIL	NIL	Nil	Nil	NA
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	Nil	Nil	NA
Wages	NIL	NIL	NIL	Nil	Nil	NA
Other Human rights related issues	NIL	NIL	NIL	Nil	Nil	NA

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	Nil
Complaints on POSH as a % of female employees / workers	NIL	Nil
Complaints on POSH upheld	NIL	Nil

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

Anant Raj is committed to providing a safe, non-hostile, and harassment-free work environment in all its workplaces. The company has a zero-tolerance policy against sexual harassment in the workplace. Sexual harassment includes any direct or implied unwelcome physical, verbal, or non-verbal conduct of a sexual nature. The company has a gender-neutral policy on the prevention of sexual harassment that applies to everyone, regardless of their sexual orientation or preference.

All incidents of sexual harassment and discrimination are taken seriously and strictly prohibited. Any complaint or report of such incidents is thoroughly investigated. If proven, it is considered serious misconduct, a breach of the company's code of conduct, and appropriate action is initiated against the offending person.

All complaints or incidents reported under the POSH policy are treated with utmost care, sensitivity, and discretion to protect the affected person's sensibilities. No information is divulged publicly or to any third party that can enable the identification of the affected person.

During the inquiry, the complainant may submit a written request to the Committee for interim relief, which will be considered and decided on a case-by-case basis.

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

No, The Company is planning to implement the same in a timely and planned manner.

10 Assessments for the year:

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

11 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

NA

Leadership Indicators

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

Not Applicable

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

No Human Rights Due-Diligence has been conducted.

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

The Company does not currently have any differently-abled employees, but our Registered Office at Manesar and office at Sector 63A, Gurugram is accessible to differently-abled persons as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4 Details on assessment of value chain partners:

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

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

NA

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year) (Giga Joules)	FY 2022-23 (Previous Financial Year) (Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D) (GJ)	7274.11	7179.78
Total fuel consumption (E) (GJ)	55.19	209.07
Energy consumption through other sources (F)	0	-
Total energy consumed from non-renewable sources (D+E+F)	7329.30	7388.07
Total energy consumed (A+B+C+D+E+F)	7329.30	7388.07
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations)	9.17	11.38
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	The company has India operations only, hence not applicable	The company has India operations only, hence not applicable
Energy intensity in terms of physical output	-	-
Energy intensity (optional) - per employee	-	-

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

No Independent Assessment has been done.

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

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	0
(ii) Groundwater	-	0
(iii) Third party water (tanker)	-	0
(iv) Seawater / desalinated water	0	0
(v) Water from municipal corporation	42260	40506
(vi) Water Bottles / Aquaguard (Ltr X number of bottle) (KL)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42260	40506

Parameter	FY 2023-24	FY 2022-23
Total volume of water consumption (in kilolitres)	42260	40506
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	52.90	62.44
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	The company has India operations only, hence not applicable	The company has India operations only, hence not applicable
Water intensity in terms of physical output	-	-
Water intensity (optional) – per employee	-	-

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

No Independent Assessment has been done.

4 Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater	NA	NA
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
No treatment		
With treatment – please specify level of treatment		
(v) Others	NA	NA
No treatment		
With treatment – please specify level of treatment –	33808	15683
Reused at site		
Total water discharged (in kilolitres)	33808	15683

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

No Independent Assessment has been done.

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

No, owing to the nature of business, the Company has not implemented a mechanism for Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	mg/Nm ³	439	438
Sox	mg/Nm ³	232	230
Particulate matter (PM)	mg/Nm ³	572	573
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No Independent Assessment has been done.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3.68	15.49
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1434.62	1415.86
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Per rupee of turnover (In Crores)	1.80	2.20
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	The company has India operations only, hence not applicable	The company has India operations only, hence not applicable
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – per employee	-	-	-

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

No independent assessment has been done.

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

The company is proactive in deploying energy conservation measures in its operations and reducing the operational footprint including the replacement of conventional lighting with energy-efficient LED lights, 5 stars rated ACs etc., The initiatives delivered multi fold benefits to the company and to further contribute to the mitigation of the climate impacts on people and planet.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H) – Solid Waste	4.43	In FY 22-23, the company only engaged in the sale of plots and did not undertake any construction work, resulting in zero waste.
Total (A+B + C + D + E + F + G + H)	4.43	Nil
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.005	Nil
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	The company has India operations only, hence not applicable	The company has India operations only, hence not applicable
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		Nil
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		Nil
(iii) Other disposal operations		
Total		

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

No Independent Assessment has been done.

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

Plastic Waste and Paper Waste generated by the organisation are disposed of responsibly by adopting sustainable waste management practices. The company takes initiatives for the safe disposal of E-waste by handling the waste to authorized recyclers. We are also progressively incorporating circularity in our projects reducing the demand for new virgin materials.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable, as the Company does not have offices in/around ecologically sensitive areas			

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

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

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

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, Anant Raj is compliant with all applicable environmental laws/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules and no instances of non-compliance with the above laws in the reporting year.				

Leadership Indicators

1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

(i) Name of the area	
(ii) Nature of operations	NA

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kilolitres)	Not Applicable	Not Applicable

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	Not Applicable
--- No treatment	Not Applicable	Not Applicable
--- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) Into Groundwater	Not Applicable	Not Applicable
--- No treatment	Not Applicable	Not Applicable
--- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) Into Seawater	Not Applicable	Not Applicable
--- No treatment	Not Applicable	Not Applicable
--- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third-parties	Not Applicable	Not Applicable
--- No treatment	Not Applicable	Not Applicable
--- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
--- No treatment	Not Applicable	Not Applicable
--- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	Not Applicable	Not Applicable

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

No Independent Assessment has been done.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover		The Company is in the process of measuring its Scope 3 emissions	
Total Scope 3 emission intensity (optional) – per employee			

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

No Independent Assessment has been done.

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

Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Sewerage Treatment Plant has been installed	N/A	The treated water is being used for gardening purposes in accordance with government regulations.
2	Installed 33 KVA substations	N/A	Providing 24x7 electricity with backup.

- 5 **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**
All safety equipment, physical tools, and backup plans are available on-site to address emergent situations. There is ample equipment, tools, and manpower for disaster management.
- 6 **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard**
All precautionary measures are being taken as per the government-prescribed norms for pollution, environment, fire, and forest.
- 7 **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**
Nil

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

Essential Indicators

- 1 a. **Number of affiliations with trade and industry chambers/ associations.**
We have two such associations at present

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	CII (Confederation of Indian Industry)	National
2	FICCI	National

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

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

Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company through trade bodies and associations puts forth several suggestions with respect to the economy in general and the real estate sector in particular.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

The Company has a CSR committee that carries out CSR activities that will bring direct benefits to the marginalized, disadvantaged, poor, and deprived sections of the community. The CSR Committee shall take a half-yearly review of the CSR strategy and implementation progress and may recommend new focus areas and projects as and when required to the Board. The Board of Directors shall review the progress of CSR activities at least half yearly. The Committee interacts with the community to understand and address their concerns. After interacting with the community Anant Raj plans on how the issues can be sorted out. If Anant Raj feels that the issue can be addressed by the company financially, Anant Raj provides its assistance, otherwise, the issue is being notified to the relevant government authorities.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	14%	2.26%
Directly sourced within India	99%	98%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	100%	100%
Metropolitan	-	-

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No	State	Aspirational District	Amount spent (In ₹)
The company doesn't have any projects in aspirational districts			

- 3**
- | | | |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) | Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No) | No, the Company does not have any preferential procurement policy focusing on suppliers from marginalized/ vulnerable groups. The Company believes in an equal and fair opportunity for all vendors including marginalized/vulnerable employees. |
| (b) | From which marginalized /vulnerable groups do you procure? | |
| (c) | What percentage of total procurement (by value) does it constitute? | |

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health		
2.	Education		
3.	Eradicating hunger, poverty and malnutrition	Community benefit	100%
4.	Women Empowerment		
5.	Sports		

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

Essential Indicators

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

The Company has a strong 'Customer Relationship Department' located in the Head Office in Delhi and is a nodal point for dealing with customer Grievances. Customer feedback plays a vital role as it gives us insight into customer satisfaction levels. Customer queries could either be in the form of a service request or a complaint where the desired work is unfulfilled within the stipulated time frame. We are adequately and suitably staffed to facilitate customers to lodge their grievances through our IVR system, Emails, phones, website, social media etc. While complaints are resolved through a structured complaints matrix, queries involving inputs required from cross-functional teams are dealt with accordingly by the team and the same is communicated to the customer for closure of their service request within the defined time frame. The team reports to the Department head and escalates the customer complaints as and when required for the complete resolution of customer queries. All complaints/ queries received are being recorded, tracked and reported by the customer care representative where the focus is on customer satisfaction and retaining him with the company. We have a designated team for receiving grievances and for advising; the department has been devised along with an escalation matrix for unresolved grievances. There is a turnaround time (TAT) to resolve/respond to the received complaints. The complaints are being resolved within a stipulated timeframe through various mediums like phones, emails, websites, social media, IVR systems, etc. Thus, the company has a planned and organised process for resolving customer grievances.

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

As a percentage of total turnover

Environmental and social parameters relevant to the product	100%	The products of the Company include residential homes, integrated cities and commercial complexes, hence recycling and disposal do not
Safe and responsible usage		apply to our business, but safety provisions within the product, and during
Recycling and/or safe disposal		development are handled in a structured manner.

3 Number of consumer complaints in respect of the following:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	NA	Nil	Nil	NA
Advertising	NIL	NIL	NA	Nil	Nil	NA
Cyber-security	NIL	NIL	NA	Nil	Nil	NA
Delivery of Products	NIL	NIL	NA	Nil	Nil	NA
Quality of Products	NIL	NIL	NA	Nil	Nil	NA
Restrictive Trade Practices	NIL	NIL	NA	Nil	Nil	NA
Unfair Trade Practices	NIL	NIL	NA	Nil	Nil	NA
Other	49	1	NA	57	0	NA

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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

Yes, an Information and Security Policy has been implemented which provides support, and management direction, and documents how Information Security is managed throughout Anant Raj; it outlines the appropriate measures through which the Company will facilitate the secure and reliable flow of information, both within the Company and externally. The policy sets out the principles and an overarching framework for Information Security. It also details the supporting policies and guidelines, which will address the aspects of security.

Web-link of Data Privacy Policy:

<https://anantrajlimited.com/admin-login/images/pages/Data%20Privacy%20Policy.pdf>

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

Not Applicable

7 Provide the following information relating to data breaches:

a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	Nil

Leadership Indicators

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

Anant Raj's website has information about all of the services it offers.

The web link for the site is https://www.anantrajlimited.com/about_us.php

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

Various measures are taken during the building handover, operation, and maintenance to ensure consumers are informed about the safe and responsible usage of Anant Raj's buildings.

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

Through E-mail, Text messages, social media

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

The company provides information about its residential homes and commercial spaces, including various features of the product.

No surveys are being conducted for customer satisfaction at the moment, but the management is considering to conduct a survey in the following years.