BRIGADE

Building Positive Experiences

BRIGADE GROUP

Sustainability Report

2019-20



WTC, Bengaluru

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Message from the Chairman & MD

Dear Stakeholders,



It is my great pleasure to present our Annual Sustainability Report for the financial year 2019-2020. This is our Second Year of Sustainability Reporting and this year we have decided to report as per the Global Reporting Initiative (GRI) standards. The properties developed have been built on the foundation of Brigade Group's vision, mission and core values. With a vision "to be a world class organisation in our Products, Processes, People and Performance" and with a mission "to constantly endeavour to be the preferred Developer of Residential, Commercial and Hospitality spaces in the markets in which we operate, without compromising on our core values (QC FIRST – Quality, Customer Centricity, Fairness, Innovation, Responsible Socially and Trustworthy) for the benefit of all our Stakeholders.

Over 33 years, we have become one of India's leading property developers with expertise in building positive experiences for all our stakeholders and winning customer's trust. Instituted in 1986, we have developed many landmark buildings and transformed the city skyline of cities across South India namely: - Bengaluru, Mysuru, Mangaluru, Hyderabad, Chennai and Kochi with developments across Residential, Offices, Retail, Hospitality and Education Sectors.

Brigade has an impressive compounded annual growth rate even during difficult market and business cycles (like the depression of 1996, the post-9/11 shadow period and the present COVID-19 pandemic). And in the process of successfully negotiating changing conditions, Brigade has created a brand name that stands for trust, reliability and innovation, across all our domains.

Brigade Group is a pioneer in developing Mixed Use Developments especially in Bengaluru since 2000 with its projects Brigade Millennium and Brigade Gardenia. Brigade Group introduced Bengaluru to Mixed Use Developments comprising of Residences,

Clubhouse, School, Convention Centre, Auditorium, Music Experience Museum and various other amenities. Subsequently, Brigade Group developed Brigade Metropolis, Brigade Gateway, Brigade Meadows, Brigade Orchards and Brigade Golden Triangle comprising Residences, Mall, Hotel, School, Hospital, Clubhouse and Office complex all in same campus. Brigade Cornerstone Utopia, Brigade Eldorado, Bengaluru and World Trade Centre, Chennai along with Residences are under construction Mixed Use Developments.

With the success of the completed projects, Brigade has raised the bar and has added various new age amenities viz., Shared residences, Coworking spaces, etc.

The Construction industry consumes about 40% of the global energy use and emits 30% of the global GHG emissions. The Intergovernmental Panel on Climate Change (IPCC) has requested the construction sector to enhance its energy performance by adopting best practices and initiatives.

Brigade strongly focuses on creating sustainable energy efficient buildings. All our commercial projects are Green Building Certified that prioritizes energy efficiency. We strive to set new benchmarks by adopting several energy conservation measures.

We have over 22 Green Building Certified projects and many more are in various stages of certification. Brigade Tech Gardens project is a state-of the-art green building that confirms to regulations laid down by United States Green Building (USGBC) and American society of heating, refrigeration and Air-conditioning Engineers (ASHRAE).Brigade Tech Garden, Bengaluru was awarded Platinum Certification under the LEED-USGBC New Construction (Tenant Occupied) rating system.

We have pledged to plant 30,000 trees in Bengaluru. Until now, 40 tree planting camps have been organized and we have completed planting the 30,000, supporting the city with much needed green cover. Our efforts have borne fruit, which is evident from the native and indigenous trees that are growing well. Trees are closely monitored during their early years of planting, and therefore the survival rates are very encouraging. As an organisation, we will continue to further improve our measures and goals.

While our sustainability contributions grew, so did our business. FY 2019 – 20 has been Brigade's best operational performance where we have sold an Area of 4.3 million Sq.ft. All our business segment – Residential, Lease Rental and Hospitality, have performed strongly in FY 2019-20 and the same is reflected in the numbers. The unprecedented crisis due to COVID-19 pandemic resulting in the nation-wide lockdown has had a negative impact on all sectors. However, we expect business to gradually pick-up from the third quarter of this financial year.

We will continue to incorporate innovative and sustainable design concepts into the Indian Real Estate Industry. Through this report, we wish to shine light on our continued endeavours in developing sustainable buildings. I thank all the stakeholders for their association with Brigade in this journey of sustainable development

Wishing you all the best,

M. R. Jaishankar
Chairman & Managing Director

About Us

Brigade Enterprises Ltd. is the flagship company of Brigade Group which is in to various domains of real estate development. Brigade is one of the leaders in property development in India, building positive experiences for all its stakeholders and winning trust since 1986. Brigade's residential portfolio, Grade A commercial properties has transformed the skyline of Bengaluru, Mysuru, Hyderabad, Chennai, Kochi and Ahmedabad. Brigade has completed over 250 buildings amounting to 70 Mn. sq. ft. of developed space in residential, offices, retail and hospitality sectors across 7 cities since its inception.

Brigade group comprises a team of over 3000 employees and for 10 years in a row, it has been ranked one of India's best companies to work for by Great Place to Work Institute & Economic Times in the Real Estate Industry.

Brigade's portfolio comprises of villas, villaments, penthouses, premium residences, luxury apartments, value homes, urban studios, independent living for seniors, mixed-use lifestyle enclaves and townships residential segment and developments across Offices, Retail, Hospitality and Education sectors.

Key Projects

Brigade Enterprises Ltd. launched the Group's new brand in the co-working space 'BuzzWorks' in March 2019 with 'Your Vibe, Your Tribe' as the tag line.

We have pioneered a number of our projects being first of its kind in the market. We have developed Brigade Gateway, one of India's most appreciated integrated enclaves, Bengaluru's tallest commercial building - the World Trade Center, holding licenses across South India and Brigade Exotica, one of the tallest residential buildings in Bengaluru.

We have been rated one of the best companies to work for in the Real Estate Industry for 10 years in a row by the Great Place to Work Institute and Economic Times. Brigade Group has tried it's best to be socially responsible and contribute extensively to society. A responsible attitude, an innovative mind-set and an uncompromising quality in our projects over the years has made us one of the most reputed and sought-after brands in the industry.



Presence



- Bengaluru, Karnataka (Head Office located at the World Trade Centre)
- Chennai, Tamil Nadu
- GIFT City, Gujarat
- Hyderabad, Telangana
- Kochi, Kerala
- Mysuru, Karnataka

The Indian Music Experience (IME) is India's only interactive music museum. The IME is an initiative of the non-profit Indian Music Experience Trust, supported by the Brigade Group. The vision of the museum is to increase the understanding and appreciation of the diversity of Indian music, from the traditional to the contemporary through exhibits, performances and learning activities

About the Report

Brigade Enterprises Ltd. operates as a transparent business entity and we value the importance of communicating our progress on all fronts to our stakeholders. Through our very first GRI Sustainability Report, we aim to showcase our sustainability performance across key impact areas with a focus on the triple bottom-line. Adhering to the Global Reporting Initiative (GRI) Standards Framework, the report serves as a transparent communication channel, providing the reader with a holistic overview of the business entity. The report supports decision making for environment, social, economic and governance aspects, as it discloses the current performance based on KPIs for these aspects. Thus, the report serves as a self awareness exercise helping us set relevant targets, track our progress year-on-year, facilitating efficient strategy development and improvement of operational efficiency.

Report Scope and Boundary

This report covers Brigade Group's performance against economic, environmental, social and governance indicators, covering Brigade Enterprises Ltd.'s offices and project sites for the reporting period April 1, 2019 to March 31, 2020. The entity's subsidiaries are also included within the boundary of the report.

Report Data and Framework

This report has been prepared in accordance with the GRI Standards: Core option. The indicators from the GRI G4 Sector Supplement for the Construction and Real Estate Sector have also been reported. Both qualitative and quantitative information are provided in this report. Certain data points that were unavailable are not reported. Brigade group is working on streamlining the data collection systems to improve the reporting process in the coming years.

Report Content

While defining the report content, several factors and principles such as stakeholder inclusiveness, materiality, completeness and accuracy and close attention to our own unique sustainability context have been taken in to consideration. The content of the report is guided by our core values to represent authenticity and transparency. The report discloses sustainability progress against each material aspect identified. The report content will also serve as a data-base to draw trends and track progress across the years to come.

Stakeholder Engagement

As an inclusive business entity that believes in collective growth, we value the involvement of our stakeholders in our business decisions and in the preparation of this sustainability report. We have a Stakeholders' Relationship Committee at the Board level, which overlooks investor relations and redressal of Shareholders' grievances in general and any other matters as may be necessary. The Committee proactively engages with all shareholders at least once a year along with members of the Committee, Board or Key Managerial Personnel as required and identifies actionable points for implementation.

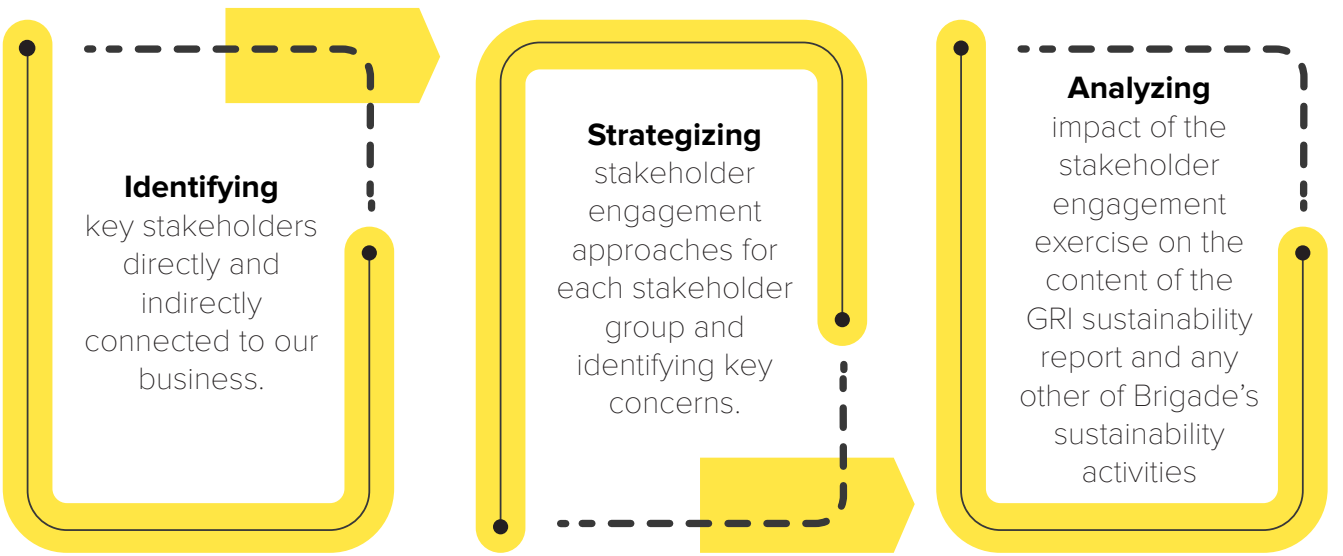
By developing a strong stakeholder engagement framework, we have been able to proactively engage with our key stakeholder groups. This has allowed us to effectively identify stakeholder concerns and key material aspects for the sustainability reporting exercise. Using the Stakeholder Engement Standard (AA1000SES) as a guide, our stakeholder engagement strategy follows three key principles – completeness, materiality and responsiveness. It includes engagement methods – both formal and informal mechanisms as indicated by AA1000SES. The criteria for stakeholder identification, engagement processes, implementation mechanisms are defined by a dedicated internal team.

Stakeholders are identified based on multiple factors such as dependency, proximity, responsibility, influence, representation and policy intent. Stakeholders are then classified as internal and external stakeholders. This engagement process serves in identifying focal points for sustainability reporting and captures unresolved stakeholder concerns and helps in strategizing innovative methods to meet stakeholder expectations and concerns.

Our first formal stakeholder engagement exercise to gather stakeholder opinions, was conducted online, owing to the movement restrictions arising from the COVID-19 pandemic. This exercise included representatives of key stakeholder groups including – customers, key suppliers, employees and members of the management. Stakeholder expectations and concerns both in the short term and long term were discussed, relative to sustainability aspects.

Stakeholder Groups	Engagement Method	Frequency	Key Topics & Concerns
Customers	Hereforyou Brigade Showcase Facility Team at the Project Site Insight Communication with customer during lockdown	Regular Need based	Automation of processes
Employees	Townhall Engaging Employees HR Helpdesk	Regular Annual Need based	Environmental Sustainability Evolving market risks Human Resource policy
Suppliers	Communication through Insight Performance evaluation yearly	Annual Need based	Environmental Sustainability Improved processes
Government	Credai, CII	Annual	Compliance
Communities	Brigade Foundation Ugly India	Annual	Engagement

Our stakeholder engagement process includes:

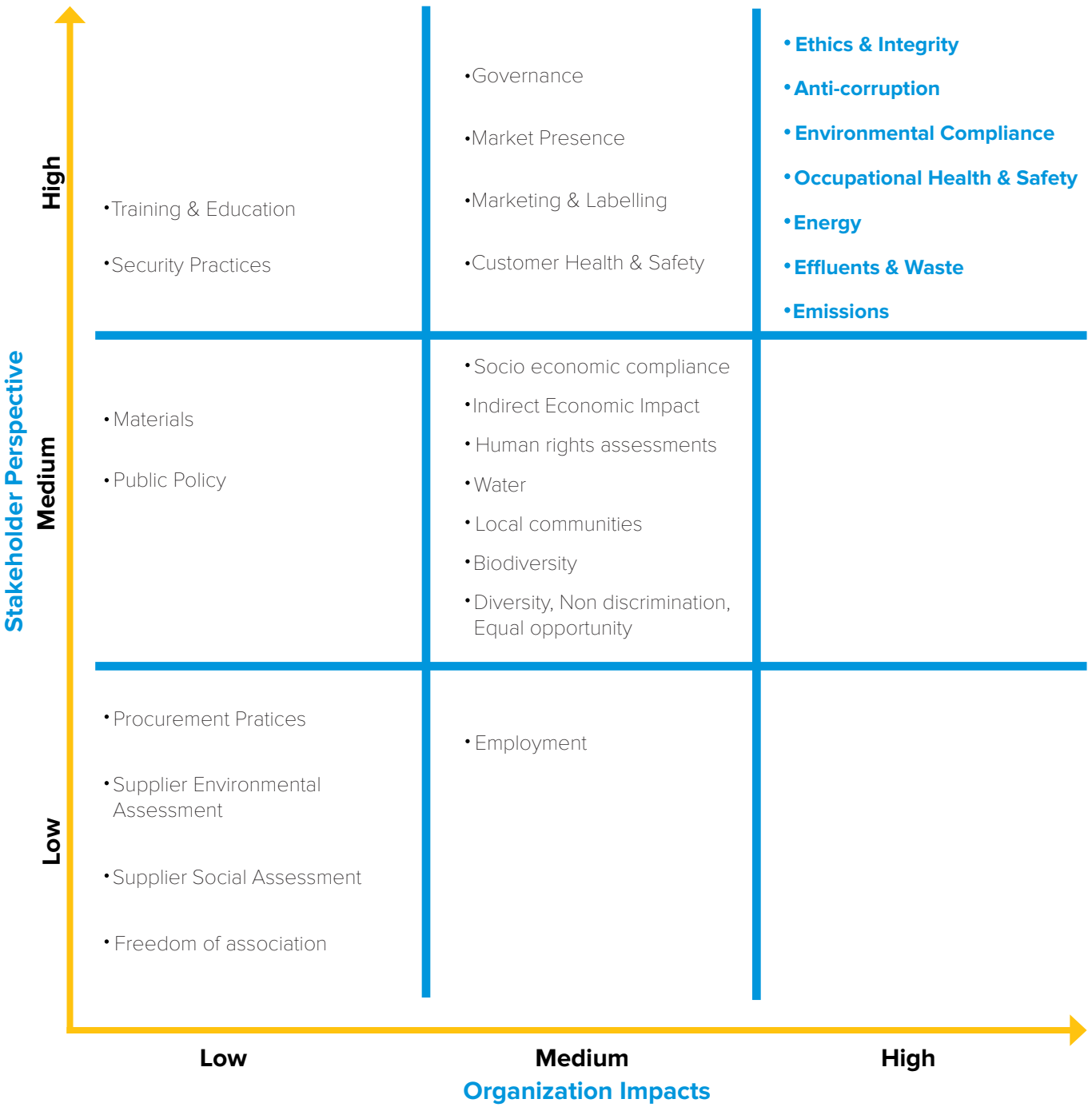


Materiality

Materiality is the process of determining the issues that are most relevant to the reporting organization and its stakeholders. For our first GRI based Sustainability Report, we developed a strategic approach to identify and address aspects of our operations that are of highest priority for our stakeholders. We combined internal and external stakeholder responses to identify aspects that are important based on stakeholder interests while also considering the impacts arising from our operations. Identifying material topics provides a strong foundation for the report. It helps in prioritizing and formulating the content of the report and defines the focal points of the report.

Material topics for the reporting period 2019-20 is the result of an in-depth stakeholder engagement exercise, conducted virtually in June 2019, with representatives from both internal and external stakeholder groups of Brigade. Using the GRI Standards and the GRI Construction and Real Estate Sector Supplement as a guide, we have identified sustainability aspects that are most relevant to our business operations. Broader societal responsibilities and environmental concerns were also taken into consideration to determine the material topics.

These aspects were presented to the representatives of our internal and external stakeholder groups for consultation on priority areas in terms of sustainability and impact. Stakeholder inputs were mapped alongside organizational impact to generate the materiality matrix.


Stakeholder Perspective
High
Medium
Low
•Training & Education
•Security Practices
•Governance
•Market Presence
•Marketing & Labelling
•Customer Health & Safety
• Ethics & Integrity
• Anti-corruption
• Environmental Compliance
• Occupational Health & Safety
• Energy
• Effluents & Waste
• Emissions
• Materials
• Public Policy
• Socio economic compliance
• Indirect Economic Impact
• Human rights assessments
• Water
• Local communities
• Biodiversity
• Diversity, Non discrimination, Equal opportunity
• Procurement Pratices
• Supplier Environmental Assessment
• Supplier Social Assessment
• Freedom of association
• Employment
Low
Medium
High
Organization Impacts

Brigade Group and Sustainability

Sustainable development is of paramount importance to us. It is one of the core values of Brigade and we showcase our commitment to sustainability by delivering environment friendly projects to our clients and investors.

As we progress along our journey, we realize that rapidly evolving customer needs ask for more robust sustainability targets and goals. Our sustainability agenda drives us to take a meticulous approach towards addressing the impact and build a resilient management plan. Being mindful of our long-term growth, we strive to create a positive impact on people, profit and the planet. We view this as a business opportunity that encourages us to design a sustainable business model. It further enables us to strengthen the bond with our customers and investors.

Through our Green Building Certifications and other best practices, we strive each day to make a seamless transition from linear to circular economy. Ever since our inception, we have adhered to environmental laws and regulations. Furthermore, we have been upgrading ourselves with ISO certifications covering different aspects of sustainability.

December 1996: Obtained ISO 9001: 1994 certification from the London based Certifying Agency Bureau Veritas Quality International.

Became the First property developer in South India and the third in the country to receive the certification.

December 2005: re–certified for ISO 9001:2000

Obtained ISO 9001–2000 Quality Management Systems, by Bureau Veritas Quality International (BVQI), 2000. We became one of the first property developers in South India to receive the ISO 9001–2000 Quality Management Systems—for Quality Assurance in Design, Development, Construction and Marketing of Brigade's residential, commercial, software and industrial buildings.



Brigade Meadows, Bengaluru

- **First property developer in South India to get certified for ISO 14001:2004** (Environmental Management Systems), and OHSAS **18001:1999** (Occupational Health and Safety Assessment Series), in 2008
- Upgraded to ISO 9001:2015 Quality management system in 2017
- Upgraded to ISO 14001:2015 (Environment Management System) in 2018 and ISO 45001:2018 (Occupational Health and Safety Management System) in 2019 by **Bureau Veritas (India) Pvt. Ltd**

Sustainability Highlights



Robust Code of Conduct to ensure and promote ethical behavior.



Sound Corporate Governance Practices, with high level of compliance and effective Risk Management.



FY 19 - 20 witnessed Brigade's best operational performance, with sales of 4.3 Mn sq. ft. of sales during the financial year – a 44% increase since the previous year.



"Planted over 18,000" Saplings.



45% increase in sale value to INR 2,377 Crores.



All our "Green Building Certified" projects have shown 15-20% energy savings.



Achieved 20-30% reduction in water demand through low flow water fixtures.



Increasing use of renewable energy in our projects.



Meticulous set of tender specifications for 5 EHS aspects of construction works to ensure the highest standards of safety for everyone involved.



Overall CSR expenditure during the year 2019-20 is about Rs. 11,33,08,247.

Corporate Governance

At Brigade, we firmly believe that a business entity is as good as its business ethics, business vision and entrepreneurial skills. We regard corporate governance as the true measure of our business relevance, aside from tangible business growth and success.

Driven by strong core values and robust philosophies, our governance framework strives to ensure the highest levels of integrity and quality. It aims to develop a strong legacy of fair, transparent and ethical governance practice. The spirit of our corporate governance goes beyond statutory compliance as we recognize it as a key driver of sustainable corporate growth and long-term value creation for our stakeholders.

Translated into action, we are governed by a diverse Board of Directors, that adorns 30% female and 50% independent directors. The other 40% of executive directors, while belonging to the promoter family, are diversely qualified and experienced with demonstrated contributions in Brigade's all-round progress and growth. It also demonstrates the promoter family's deep belief and conviction in robustness of Brigade's business.



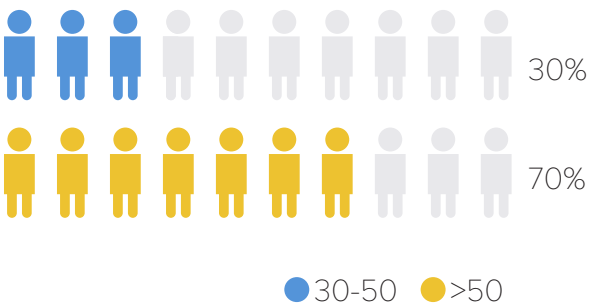
The composition of the Board of Directors as on March 31, 2020 was as follows:

Name of the Director	Functions & Independence Status
M. R. Jaishankar	Chairman & Managing Director
Pavitra Shankar	Executive Director
Nirupa Shankar	Executive Director
Amar Mysore	Executive Director
Roshin Mathew	Executive Director
Aroon Raman	Independent Director
Bijou Kurien	Independent Director
Lakshmi Venkatachalam	Independent Director
Pradeep Kumar Panja	Independent Director
Dr. Venkatesh Panchapagesan	Independent Director

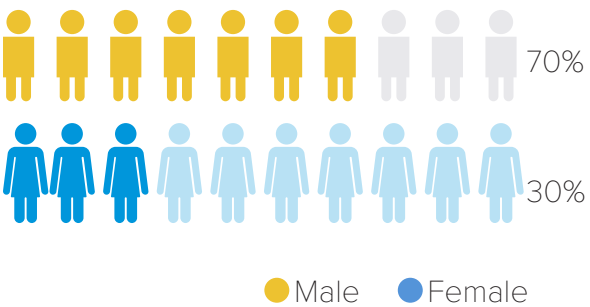
The Board is at the core of our Corporate Governance practice. The Board oversees the Management's functions and protects the long-term interests of our stakeholders. Our Chairman and Managing Director is the key decision maker, consulting with the members of the Board. The composition of the Board of Directors is in compliance with the provisions of the Companies Act, 2013 and SEBI Regulations, 2015. The Independent Directors have declared that they meet the criteria of independence as set out in the provisions of The Companies Act, 2013 and SEBI Regulations, 2015.

Mr. M. R. Jaishankar, Chairman & Managing Director, Mr. Atul Goyal, Chief Financial Officer and Mr. P. Om Prakash, Company Secretary & Compliance Officer are the Key Managerial Personnel in accordance with the provisions of the Companies Act, 2013.

Diversity of Governance Body (age)



Diversity of Governance Body (gender)



Committees of the Board

To ensure good governance, our Board has constituted several committees at the Board level, to oversee specific functions. The following section outlines the different Committees of the Board. The composition of these committees is in terms of SEBI Regulations, 2015 and the committee members are made aware of their powers, responsibilities and specific roles in line with the provisions of SEBI Regulations, 2015.

1. Audit Committee
2. Nomination and Remuneration Committee
3. Corporate Social Responsibility Committee
4. Stakeholders Relationship Committee
5. Risk Management Committee



Director Appointment and Remuneration

The Nomination and Remuneration Committee of the Board is responsible for formulating the criteria for identification and Board nomination of suitable candidates. The Committee also frames the policy on remuneration for Key Managerial Personnel and other senior employees of the Company, based on which the Committee makes recommendations to the Board. During the evaluation process of potential candidates for membership on the Board, the Committee also considers various personal attributes including experience, intellect, foresight, judgment and transparency.

The Remuneration Policy provides the framework for remunerating the members of the Board, Key Managerial Personnel and other employees of the Company. The policy is guided by the principles and objectives enumerated in the Companies Act, 2013 and elucidates the criteria for determining remuneration for people from different levels of the organizational hierarchy.

The remuneration structure for Executive Directors and Key Managerial Personnel is fixed by the Board of Directors based on the individual's qualification, experience, expertise, core competencies, job profile, positive attributes and industry standards. This is done with due consideration of the Nomination and Remuneration Committee's recommendations, and within the limits approved by the shareholders. The remuneration structure for Executive Directors, Key Managerial Personnel and Senior Management Personnel consists of Basic Pay, perquisites and allowances, commission (applicable to executive directors), Employee Stock Option Schemes (ESOP and variable pay is applicable only to Key Managerial personnel and Senior Management personnel not on the Board). The policy also outlines the criteria and details of remuneration for Non-Executive Directors, Directors, Independent Directors and other employees.



Performance Evaluation

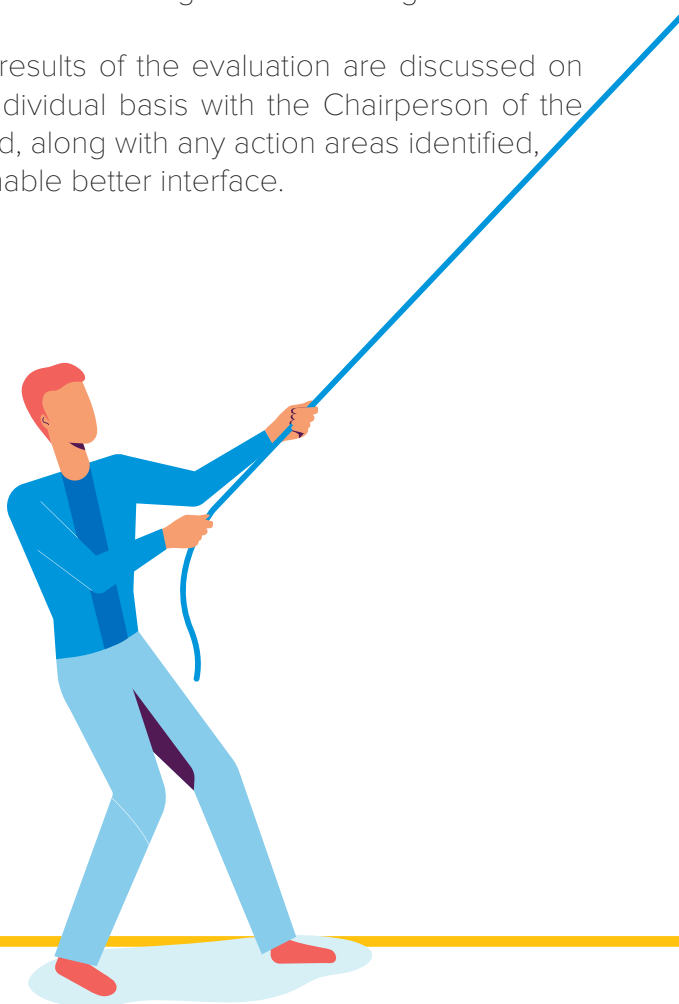
The Board, along with the Nomination and Remuneration Committee developed and adopted the criteria and framework for the evaluation of each of the Directors and of the Board and its Committees pursuant to the provisions of the Companies Act, 2013 and the Corporate Governance requirements of SEBI Regulations, 2015.

The Board is evaluated across various criteria that indicate the Board's functioning – its structure, meetings, strategy, governance and other dynamics of its functioning, apart from the financial reporting process, internal controls and risk management. Structured assessment forms were sent to all the Directors as a survey link to gather their evaluations. The evaluation of the Committees of the Board is based on their terms of reference fixed by the Board, besides the dynamics of their functioning, such as frequency of meetings, effectiveness of contribution etc. Separate questionnaires are used to evaluate the performance of individual Directors on parameters such as their level of engagement and contribution, objective judgment etc.

The Chairman and Managing Director's evaluation was based on the key aspects of his role such as leadership qualities, strategic planning, communication and engagement with the Board. Performance evaluation of Independent Directors is carried out by the entire Board, while the performance of the Chairman, the Board as well as of the Non-Independent Directors is evaluated by the Independent Directors at a separate meeting.

The Independent Directors have expressed satisfaction at the robustness of the evaluation process, the Board's freedom to express its views on matters transacted at the Meetings and the openness and transparency with which the Management discussed various subject matters specified on the agenda of meetings.

The results of the evaluation are discussed on an individual basis with the Chairperson of the Board, along with any action areas identified, to enable better interface.



Ethics and Integrity

As a business entity, we are driven by strong core values that reflect emphasis on ethics and integrity. We carry these core values to all our business relationships and extend this to our interactions with all our stakeholders as a premise. To ensure our operations are governed by ethical practices, we have put into place several frameworks which serve as guidance, as well as systemic checks to reinforce professional conduct and ethical behavior.

Brigade Group's core system is defined as "QC-FIRST"

Each letter in this collective noun signifies an important attribute or value that Brigade Group stands for:



Quality
Do it right the first time, owning outcomes

Customer centricity
Create positive experience, agile to respond

Fairness
Respect individuals inclusive

Innovation
Think and do better. Make it simple

Responsible Socially
Give back to society, reuse/ recycle

Trust
Easy to do business with credibility

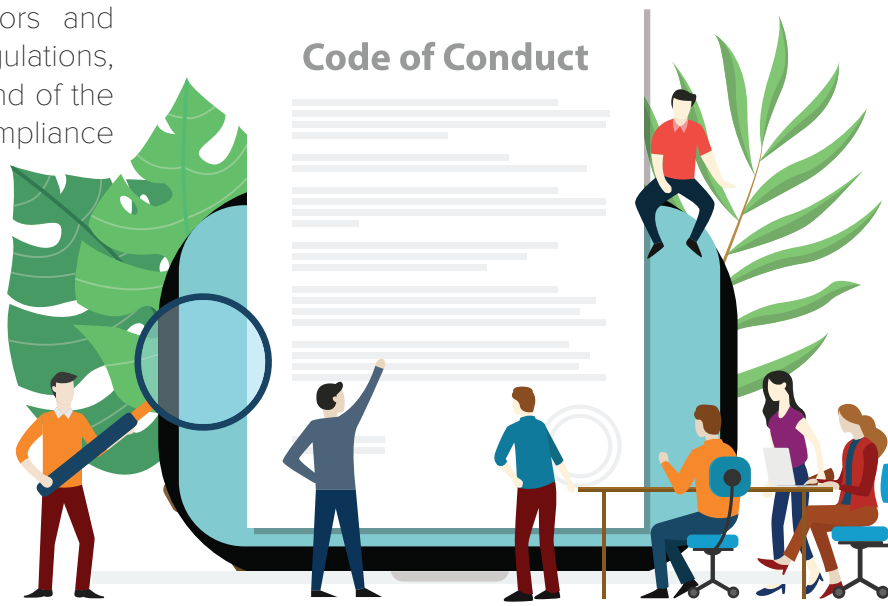


Code of Conduct

We have in place a Code of Conduct and Ethics which helps our employees maintain high standards of ethics. The Code lays down the standard of conduct which is expected to be followed by the Directors and by the senior management employees in their business dealings and in particular, on matters relating to integrity in the work place, in business practices and in dealing with our stakeholders. The Code explains our Core Values in depth, along with pointers on their effective implementation. Further, the Code details the expectations from every person that Code applies to and provides guidelines and best practices while dealing with various matters ranging from personal conduct, personal finances, commission or abatement of fraud, acceptance of gifts and bribes, conflict of interests, insider trading and insider information, confidential information, prevention of sexual harassment, whistle blowers, work ethics and online etiquette.

We have adopted our Code of Conduct which applies to all our Directors and employees in terms of SEBI Regulations, 2015. All members of the Board and of the Senior Management affirm their compliance to the Code of Conduct each year. A declaration signed by the Chairman and Managing Director and Chief Financial Officer affirming compliance of the Code of Conduct by the Directors and senior management personnel for each year is part of our respective Corporate Governance Reports.

Additionally, we have also adopted a Code of Conduct for Prevention of Insider Trading in accordance with SEBI Regulations, 2015, in order to regulate trading in securities by our Directors and designated employees. The Code aims to protect the interest of Shareholders at large, to prevent misuse of any price sensitive information and to prevent any insider trading activity. The Code requires pre-clearance for dealing in the Company's shares for all transactions by Directors and designated employees (known collectively as Designated Persons) and prohibits the purchase and sale of Company's securities by Designated Persons while in possession of unpublished price sensitive information in relation to our Company. The Company Secretary is responsible for implementation of the Code.



Anti-Corruption

As an entity that is strongly rooted in business ethics and promotes integrity, employees at Brigade Group are advised to consider carefully before accepting gifts, even those of very moderate value from business associates, even on customary occasions. Our Code of Conduct clearly states that acceptance of bribe in any form is totally prohibited. Any employee charged with bribe-taking will face immediate dismissal from service.

Additionally, we recognize that Related Party Transactions may have potential or actual conflicts of interest and may raise questions whether such transactions are consistent with the provisions of The Companies Act 2013 and SEBI (LODR) regulations, 2015 and other applicable Regulations. Considering this, we have implemented a policy for Related Party Transactions. Accordingly, all the transactions with related parties are entered into at an arm's length basis and within the ordinary course of business. All transactions with Related Parties are placed before the Audit Committee for approval. The proposed related party transactions for a financial year are approved by the Audit Committee and Board in the first meeting held in the financial year. Apart from that the related party transactions entered during the quarter are noted by the Audit Committee and Board. The proposed transactions for the subsequent quarter are approved by the Audit Committee and Board. There are no materially significant related party transactions made by the Company with its Promoters, Directors, Key Managerial Personnel or their relatives which may have a potential conflict with the interest of the Company at large. None of the Directors and the Key Managerial Personnel has any pecuniary relationships or transactions vis-à-vis the Company. Further, transactions with related parties during the year are listed in the Annual Report.



Whistle Blower Policy

To uphold, promote and protect the values of ethics and integrity in our operations, we have a well-established whistle-blower policy as part of our vigil mechanism. This enables observation of the conduct of Directors and employees and provides a space to report concerns about unethical behavior, actual or suspected fraud or violation of our Code of Conduct to the Ethics Committee members or to the Chairman of the Audit Committee. This mechanism also provides for adequate safeguards against victimization of Director(s)/employee(s) who avail the mechanism and provides direct access to the Chairman of the Audit Committee in exceptional cases. The disclosures made to the Ethics committee or to the Audit Committee will be treated in a sensitive manner and the identity of the whistle-blower will be kept confidential.





Brigade Lakefront, Bengaluru

Section:

Economic Performance



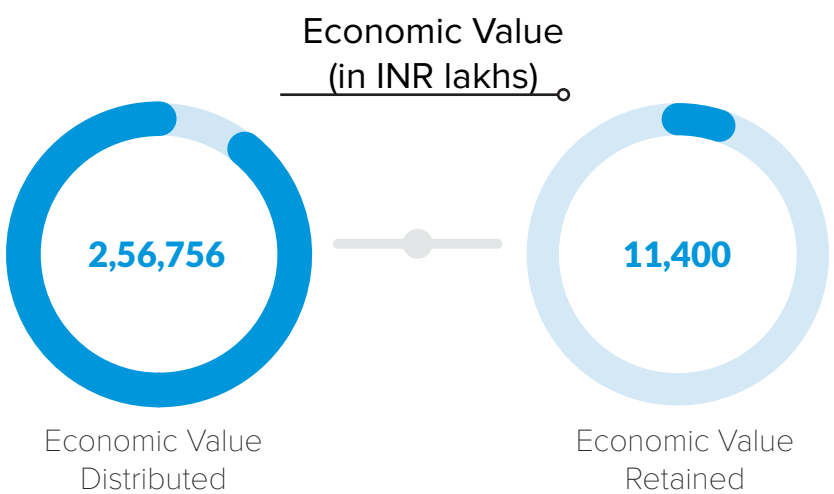


Economic Performance

At Brigade, we believe positive economic performance is a significant way of adding value to our stakeholders and to the economy we function in. It enables and enhances our performance across the triple-bottom line and boosts value addition in these areas too. The financial year ending 2020 has witnessed Brigade's best operational performance, with sales of 4.3 Mn sq. ft. of sales during the financial year – a 44% increase since the previous year. This supplemented a 45% increase in sale value to INR 2,377 Crores. All of our business segments – Residential, Lease Rental and Hospitality, have performed strongly in the financial year 2020.

The unprecedented crisis arising due to the Covid-19 pandemic and the resulting nationwide lockdown has had a negative bearing on all sectors. With restrictions easing up and with a slow rise of business-as-usual scenario, it is expected for business activities to gradually pick-up from the 3rd quarter of this financial year (FY21).

Particulars	Amount in INR Lakhs
Direct Economic Value Generated (Revenue)	2,68,156
Operating Costs	1,92,624
Employee Wages & Benefits	21,600
CSR Spending (BEL)	1,133
Payments to Providers of Capital – Finance Cost	34,034
Share of Profit of Associate	(160)
Exceptional Items	2,050
Payments to Government – Tax	4,735
Economic Value Retained	11,400



Covid-19 Impact and Outlook

Impact & Response

- A negative impact on consumer sentiments, stakeholder sentiments and spending appetite was observed due to nation-wide lockdown in the short term due to economic uncertainties.
- Lockdown period had an impact on the Hospitality business and Retail malls in terms of revenues and profits.
- Brigade has resumed activities immediately after the lockdown was lifted, across all its business segments with adequate social distancing norms and social responsibility

Company Outlook & Operations

- Brigade has a positive outlook in all its business segments. The negative impact on hospitality and retail business due to the COVID-19 Pandemic lasted only for a short time horizon.
- We are working to align our Hospitality & Retail businesses to the new normal caused by the pandemic, to adapt to the changing business environment, identifying opportunities for growth.
- There has been a substantial reduction of overheads in all the segments under operation.
- In this dynamic situation, it is difficult to ascertain the material impact on business segments for the financial year 2020-21.

Sector Liquidity Impact

- As Banks and NBFCs are getting more risks averse, liquidity situation of the sector is more likely to worsen.
- However, Brigade has a strong balance sheet and is in a good position to manage all its operations and continues to maintain liquidity to meet its business obligations.





Risk Management

Risk management at Brigade is a comprehensive, structured and continuous process in which risks are identified, evaluated and mitigated or consciously accepted within approved risk appetite. It is regarded as a collective responsibility of the Board of Directors and all employees of Brigade to understand the risks that fall within their areas of responsibility and to manage those risks in a timely and efficient manner. We believe that effective risk management is based upon open communication of the best available information – both qualitative and quantitative – from a range of sources, including historical data, experience, stakeholder feedback, observation, forecasts, expert judgment and also external factors like macro-economic developments, evolution of technology, climate change, sovereign status, government policies and regulations, international trade and relations etc.

The real estate industry has undergone rapid changes in the light of implementation of Real Estate (Regulation and Development) Act, 2016 and Goods and Services Tax Act, 2016 coupled with the introduction of Income Computation and Disclosure Standards (ICDS) and Indian Accounting Standards – all having an outcome of new set of challenges for the industry as a whole and for our Company in particular. Some of the risks that may exist in the industry and constitute a challenge for future developments include inter alia, credit risk, liquidity risk, counter party risk, regulatory risk, commodity inflation risk and market risk.

Brigade has a presence in various verticals of real estate like residential, commercial office spaces, retail and hospitality which leverages risks to a certain extent. We have developed and implemented robust risk management policies and guidelines that set out the tolerance for risk and our general risk management philosophy. We believe in a proactive approach in identifying, analyzing, evaluating, mitigating, monitoring and reporting the risks associated with the business as the key to sustained operations without disruption. This helps in protecting the interests of our stakeholders, shareholder value, improving governance processes and in achieving strategic objectives. The focus of risk management is to assess risks and deploy mitigation measures. This is done by integrating concepts of defining internal control, ICFR, internal audits, COSO 2017 Enterprise Risk Management framework, strategic planning and periodic review meetings of the risk management committee of our Board.

The Board of Directors has formed the risk management committee at the Board level, to frame, implement and monitor the risk management plan for our Company. The Committee is responsible for reviewing the risk management plan and ensure its effectiveness. Major risks identified by the business and functions are addressed systematically through mitigating actions on a continuing basis.

Key responsibilities of the Risk Management Committee are as follows:

- To establish a risk policy for the Company.
- To oversee and review the implementation of risk management and internal control systems.
- To establish policies to monitor and evaluate the risk management systems in the Company from time to time.
- To identify, assess and mitigate the existing as well as potential risks to the Company and to recommend strategies to the Audit Committee/ Board to overcome them.
- To review the internal control systems based on internal audit exercise done by the external and the internal auditors in the Company from time to time.
- To review the reports, develop and implement action plans to mitigate risks.
- To perform such other tasks as may be requested by the Audit Committee / Board.
- Monitoring and reviewing of Cyber Security.



Financial Implications of Climate Change

Climate change is a global challenge and we recognize that it has the potential to affect business growth and development. As such, we have identified several risks arising due to climate change that could have financial implications. Risks such as increased occurrence of extreme weather events, higher temperatures could affect the availability and accessibility of raw materials and labour. Locations vulnerable to the impacts of climate change could imply financial losses due to decrease in property value. Increasing electricity and water prices, rising material costs, and increasing compliance requirements are also risk factors arising from climate change.

However, we also acknowledge the opportunities that climate change brings to our business development and growth. By being aware of these risks and taking proactive measures to mitigate the negative impacts of climate change, we are able to continue on the growth path. Integrating precautionary approach and sustainability into our business strategy, while being aware of our own impact on the climate, we are gradually building measures to reduce our impact, be a part of the solution and build a better tomorrow by seizing these opportunities to grow sustainability.

Indirect Economic Impacts

It is evident that construction and real estate industry is one of the key industries contributing directly to the growth of India's economy. However, as the country's second largest employer after the agriculture sector, the construction and real estate industry supports millions of livelihoods in both direct and indirect ways. Since the industry is resource intensive, the process of procurement of raw materials, resources, labour and talent in itself adds immense value to the economy. By interacting with several contractors, suppliers, laborers and employees, an entire business ecosystem is generated and nurtured. By providing homes, the standard of living of people is ameliorated and through the provision of office and commercial spaces a further enabling of economic activities takes place. At Brigade we are proud to be a part of an industry that supports collective growth and development.

Collaborating for Growth

We believe in the power of collective growth and hold strategic memberships in several industry associations to enable knowledge sharing and boost collective growth potential.

Membership

- CII
- GPTW-Best Employers Club
- QCFI- Quality Circle Forum Of India
-

Association

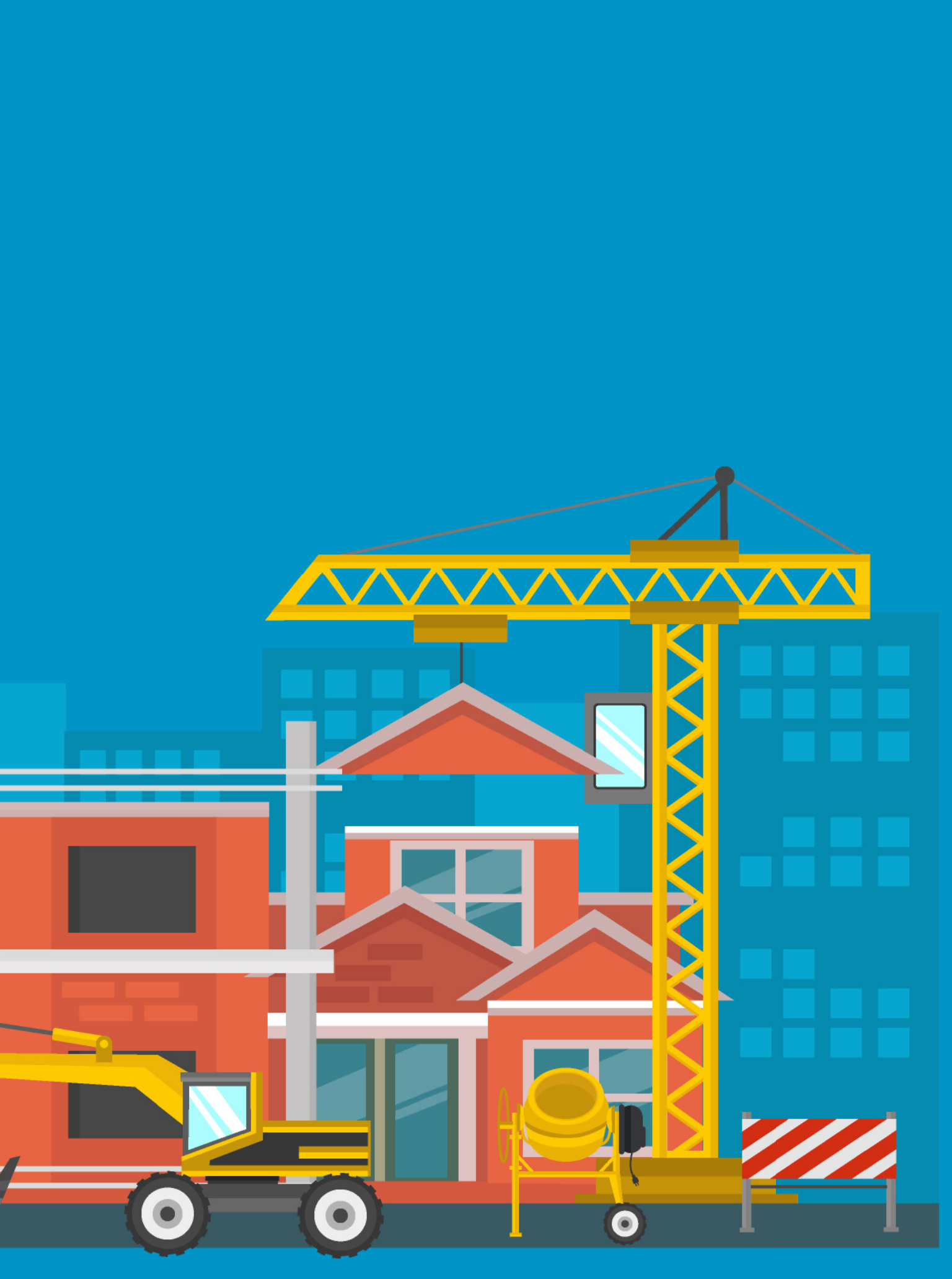
- Rustomjee Academy – Vocational training for Laborers at Site under PMKVY.
- INSTRUCT- Institute For Research Development & Training Of Construction Trades & Management- for organising Civil and MEP related trainings
- Bangalore Chamber of Industry & Commerce
- Federation of Karnataka Chamber of Commerce & Industry
- Federation of Indian Export Organisation
- Export Promotion Council for EOUs and SEZ
- World Trade Centers Association, New York



Section:

Environmental Performance





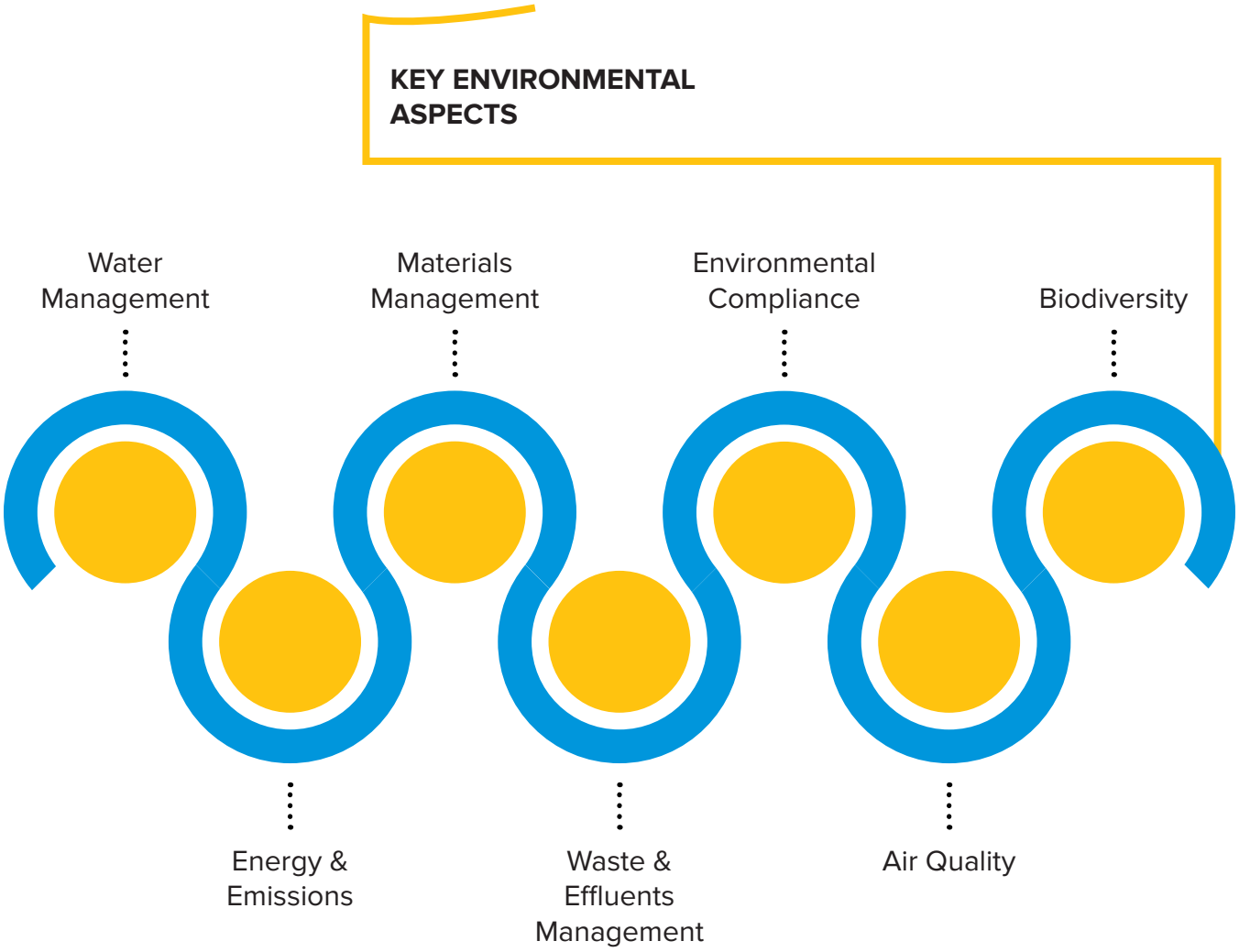
Environmental Performance

Our Approach

We at Brigade, aim to leave a positive impact on the environment where we operate and relentlessly try to improve our performance. By adhering to stringent environmental standards, we manage our emissions through efficient use of resources and encouraging recycling. Brigade upgraded to ISO 14001:2015 (Environment Management System) in 2018 and ensured that our projects complied to this standard.

For all our construction projects, we incorporate green strategies that focus on water conservation, energy efficiency, materials conservation and indoor environmental quality. This has helped us reduce the environmental impact arising from Greenhouse Gas Emissions.

Environmental performance is at the top of our sustainability pyramid making it an integral part of organizational growth strategy. Our commitment to sustainability is demonstrated through our key environment-friendly practices in all our projects. Keeping environmental protection in mind, we cover a plethora of aspects to deliver world class design to our customers.



Salient Features of Brigade's Green Building Projects:

- Use of high efficiency LED systems.
- Maximum use of Bureau of Energy Efficiency (BEE) rated and Green Pro certified products.
- Optimum use of energy using natural insulation designs, solar cells and use of daylight.
- Use of low-flow water fixtures that can reduce fresh water use by 20-40%
- Procurement of construction materials from local manufacturers.
- Use of water from Sewage Treatment Plant for construction activities.
- Installation of Photo-Voltaic cells and solar water heaters.
- Regular monitoring of ambient air quality.

Materials Management

Materials management is a vital element in project planning and construction. Efficient materials management ensures that the right quantity and quality of materials are selected, purchased, utilized and reused. This significantly improves the productivity of the project, helps save costs and protects the environment.

Our approach

At Brigade, we are cognizant of the impact created by the materials used. We ensure sustainable material usage throughout our projects. To reduce the impact on the environment, we consciously procure materials from local vendors. For example, Cement, Steel, Glass, UPVC, Paints, etc. are sourced with a radius of 400km from the project site. While we assess different kinds of materials from different sources, we prefer to purchase “Green Certified Products” for a majority of our projects. Green Pro Certification by IGBC CII / Start Label Certificate from BEE are few of the certificates we use for construction materials and are preferred during selection of materials and vendors..

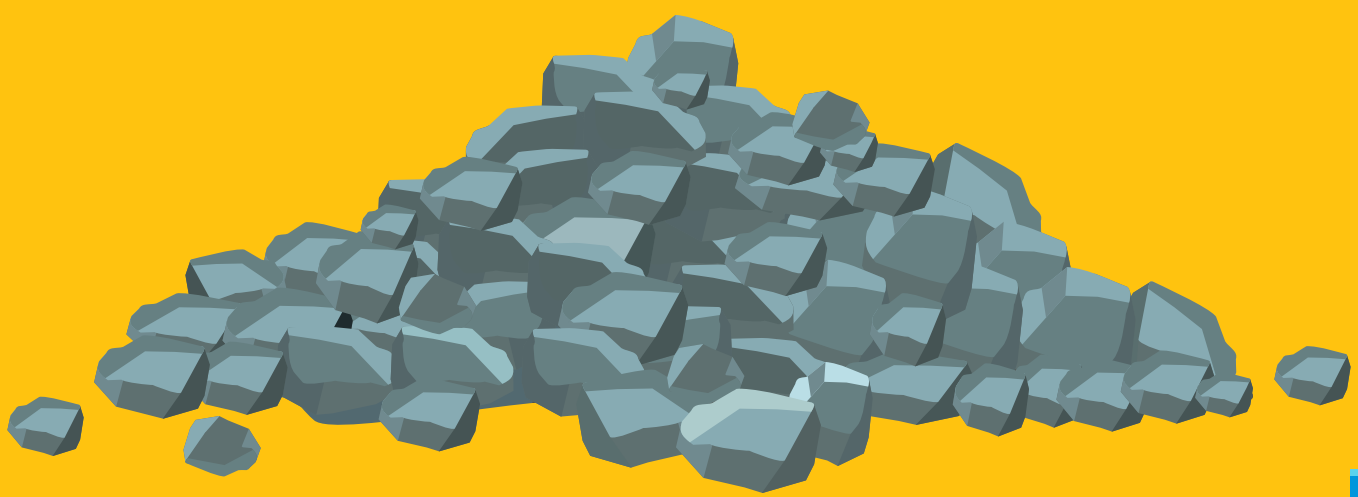
Sourcing Materials

Majority of the construction materials (Sand, Gravel, Cement, Ready Mixed Concrete, Steel, Solid / Hollow Blocks, Pavers, Glass, UPVC, Paints, Wood, Aluminum, Mild Steel Pipes, Wire ropes, Cables) used at Brigade’s project sites are sourced from local manufacturers to reduce emissions arising from transportation. We make conscious efforts to source materials from the nearest available source without compromising on the quality of the material. The vehicles hired for transporting construction materials like Sand and Gravel are covered with tarpaulin sheets to prevent deposits on public roads. The construction materials are transported during non-peak hours to reduce the traffic congestion near the project site. The vehicles are regularly serviced / repaired to ensure the emission from the vehicles are within the industry norms.

Some Of The Materials Consumed in FY 2019-20.

Materials consumed	Total
Concrete (Cu m)	3,27,011
Cement (Tons)	99,630
Bricks - Concrete Blocks(200 mm thick) (Sq.mt)	6,04,324
Bricks – Concrete blocks (100 mm thick) (Sq.mt)	1,16,243
Bricks – Light weight concrete (200 mm) (Sq.mt)	13,379
Bricks – Light weight concrete (100 mm) (Sq.mt)	4,461
Iron (Re-enforcement steel) (Mt)	31,546
Steel (Mt)	1,966
Aluminum (Glassing)(Sq. mt)	22,697
Aluminum Windows (Sq. mt)	6,642
UPVC Windows (sq. Mt)	36,652.
CPVC (RMT)	1,03,958
Cistern Porcelain (Num)	179

Materials consumed	Total
Porcelain (Washbasins, WC, Urinals) (Num)	682
Paints (Sq Mt)	2,517
Waterproofing (Sq Mt)	25,953
Granite flooring (Sq. Mt)	917
Clay tile (Sq. Mt)	1,157
Bitumen based (Sq. Mt)	2,396
Wood (Cub. Mt)	1,952
Glass (Sq. Mt)	57,458
Plastic (RMT)	1,16,108
Electrical Conduits (RMT)	14,873
Ceramics (Sq. Mt)	42,973
Oils (Liters)	636
Engine oil (DG, Construction equipment) (Liters)	48,116
Paper (Rims)	2,335



Recycled Content

We demonstrate our commitment to circular economy by recycling or reusing the materials used in our projects. We give preference to post-consumer recycle content to divert them from landfills. Aluminum, paper, plastic, demolished concrete, steel, glass are some examples. This content is commonly generated by commercial, industrial, or institutional end-users. Some of the Materials recycled for buildings are glass, aluminum, plastic furniture like bollards, barriers, fly-ash, cement, waste timber, plastic bricks, precast concrete blocks, recycle concrete aggregate concrete pipes, drains, etc.

Materials made of recycled content are sourced after evaluating the quality of the finished product. On an average, each of the project site saves about 10-20% of the cost in construction materials by utilizing recycled content.



Recycled Materials	Units (Kg/Tonne)	Total
GGBS	kgs	1,43,22,693
Fly Ash	kgs	0
Recycled Wood	kgs	0
Re-use concrete waste	Tons	1,410
Re-use content in steel	Percentage	63
Re-use content in glass	Percentage	18



Energy and Emissions

Construction industry consumes about 40% of the global energy use and emits 30% of the global GHG emissions. The Intergovernmental Panel of Climate Change (IPCC) has requested the construction sector to enhance its energy performance by adopting best practices and initiatives.

Our approach

Another area of environmental sustainability that we strongly focus on is to create a sustainable energy future. We continue to work towards delivering energy efficient buildings to our customers. All our commercial projects are Green Building Certified that prioritizes energy efficiency. We strive to set a new benchmark by adopting several energy conservation measures.

Energy Conservation Measures

- 20% reduction in energy demand by using LED lights, Carbon dioxide sensors in HVAC return air duct, solar street lights, Variable Frequency drives (VFDs) for Pumps, Motors and other electro mechanical equipment.
- High performance Glazing (allows visible light and blocks Heat and Glare into the building.
- Optimum Window (Glass) to Wall (WWR) Ratio (Not more than 40%)
- Energy Efficient water-cooled chillers
- Measurement of verification of Green Building Parameters (Energy, Chilled Water, Domestic Water, Irrigation water)
- Solar Water Heaters are used for top 2 floors of the residential projects
- About 1 MVA Solar PV Panels are being installed at Brigade Tech Gardens (Installation of about 300kVA complete, about 500kVA underway).
- 80kVA Solar PV Panels installed at Brigade Opus.

Energy Consumption FY 2019-20

Energy consumed	kWh
DG set Diesel Consumption	73,93,014
Vehicular Diesel Consumption	19,87,549
Petrol consumption - Vehicles	2,22,204
Diesel Consumption – Concrete Pump	14,516
LPG	5,38,202
Grid Electricity	51,36,073
Total	**1,52,91,556**
Energy Consumption in GJ	**55,050**

Total Available area for sale:
11,20,838.5 m2

Energy Intensity:
0.049 GJ/m2



In Focus: Brigade Tech Gardens

Project Occupants: 5000 individuals or 5000 families
Gross Floor Area: 6,10,233 Sq.ft
Targeted Rating Level - Platinum

Brigade Tech Gardens project is a state-of the-art green building that confirms to regulations laid down by United States Green Building (USGBC) and American society of heating, refrigeration and Air-conditioning Engineers (ASHRAE).

Various green strategies were practiced in the project as per USGBC new construction categories. With respect to energy, the following energy conservation measures were incorporated in the building.

- All lighting fittings were designed with more than 40% reduction in power density compared to the ASHRAE baseline.
- Energy efficient products have been selected for the project.
- Efficient chillers were designed to reduce the overall power demand of the building.
- High COP chiller systems have been used for the project.
- Installation of Solar PV panels for power generation.

Units of energy generated from 250 kW installed Solar PV (kWh/annum)	**3,99,750**
Total Cost of Electricity generated from solar PV (considering 4 Rs/unit)	**15,99,000**
Net annual cost of proposed case energy consumption considering solar PV (in kWh)	**54,78,750**
Energy Cost Savings	**18%**

Brigade's projects with Green Building Certification and Rating:

Sl. No.	Project Name	Size of Office buildings in Sq.m	Green Building System / Aimed Rating
1	Brigade Tech Gardens (Zone B and Zone C)	2,50,000	LEED USGBC – Platinum
2	World Trade Centre, Chennai	1,85,000	LEED IGBC – Gold
3	World Trade Centre, Kochi	65,000	LEED India IGBC – Gold
4	Brigade IRV Centre	32,500	LEED India IGBC – Gold
5	Nalapad Brigade Centre	60,000	LEED India IGBC – Gold
6	Brigade Magnum	60,000	LEED India IGBC – Gold
7	Brigade Bhuwalka Icon	55,000	LEED India IGBC – Gold
8	Brigade Opus	40,000	IGBC – Platinum
9	Brigade Signature Tower	75,000	IGBC – Gold
10	Brigade Senate 1	45,000	IGBC – Gold
11	Brigade Senate 2	40,000	IGBC – Gold
12	Brigade Deccan Heights	38,000	IGBC – Gold
13	Brigade Twin Towers	1,50,000	IGBC – Platinum
14	Brigade Triumph	35,000	IGBC – Gold
15	Grand Mercure, GIFT City	20,000	IGBC – Gold
16	Brigade World Trade Centre Annex	15,000	IGBC – Gold
17	Brigade Utopia (Office Buildings)	60,000	IGBC – Gold
18	Brigade Southfield	35,000	IGBC – Gold
19	Brigade WTC Annex, Bengaluru	8,000	IGBC – Gold
20	Brigade Padmini	1,00,000	IGBC – Gold
21	Elysium at Brigade Utopia	40,000	IGBC – Gold
22	Brigade International Financial Centre, GIFT City	45,000	IGBC – Silver

Emissions

Emissions from the construction sector arise from electricity use and energy for heating, cooling and lighting. Being mindful of these factors, we strive to reduce our carbon footprint by adhering to Green Building standards and by adopting energy conservation measures. A lot of our projects that are “Green Building Certified” have shown about 15-20% energy savings. Furthermore, we have gradually increased the use of renewable energy in our projects to maximize carbon efficiency. We regularly monitor our emissions performance to embed climate action in our business plan.

Scope-wise Emissions 2019-20:

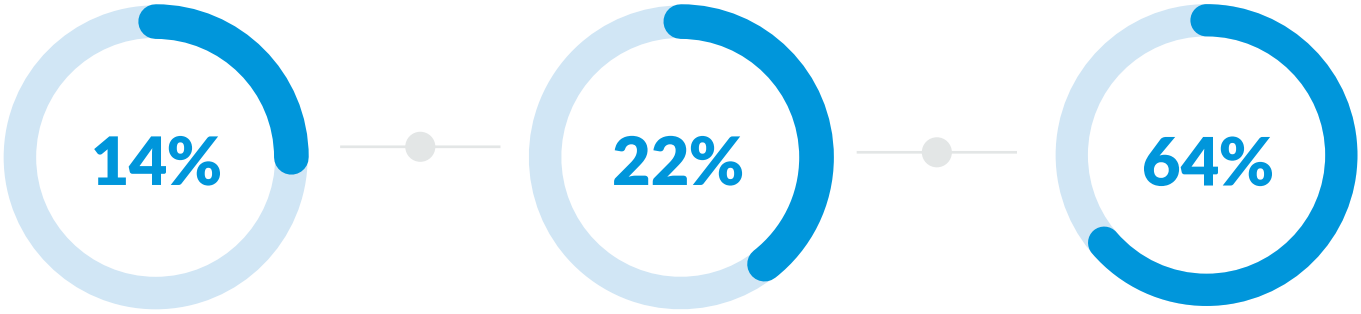
Scope 1 (tCO_2)
2,393.16

Scope 2 (tCO_2)
3,727.76
Scope 3 (tCO_2)
154.32

Total Carbon Emission (tCO_2)
6,325.99

Carbon Intensity
0.015 (tCO_2/m^2)

Scope Wise Emission



Scope 1 Scope 2 Scope 3



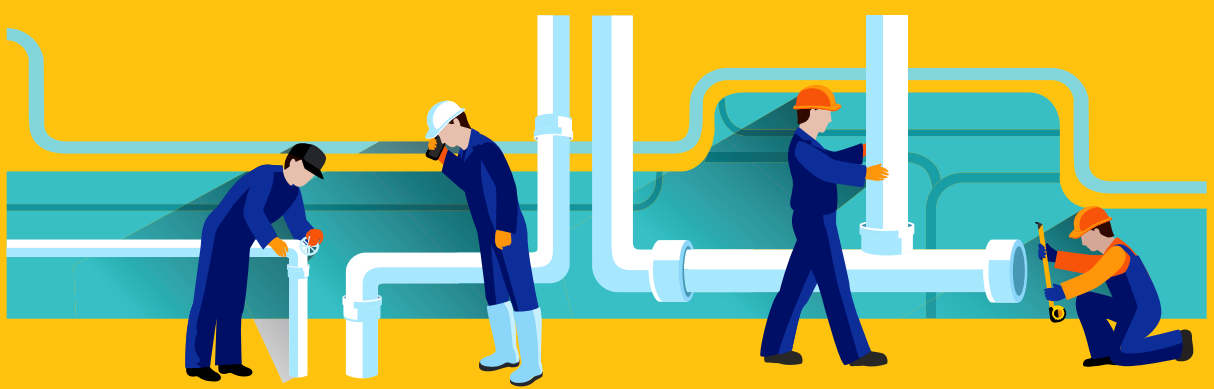
Water Management

Sustainable water management is a key aspect in the construction industry. With crisis like water scarcity and depleting ground water levels, it is necessary for the sector to practice sound water management and constantly improve resource efficiency in all construction projects.

Our Approach

We ensure that during construction, the contractor takes all necessary precautions to avoid wastage of water by optimizing the usage. Curating agents and ready-mix concrete are frequently used to reduce water consumption. Furthermore, we ensure to use treated water from completed projects for dust suppression and vehicle washing.
During the operational phase, we adopt best practices such as:

- Using low-flow waterfixtures such as aerators in washbasins, showers etc., to conserve water. About 20 -30 % reduction in water demand is achieved by installing low flow water fixtures.
- Rooftop rainwater system is constructed and the rainwater is stored in underground sumps. The collected rainwater is treated and used for domestic purposes (viz., drinking, bathing and washing).
- Storm water is directed to infiltration wells to recharge the groundwater table.
- Waterless urinals are used in all commercial projects



Water Consumption FY 2019-20:

Water usage by type (Lt)	
Construction Water Usage	27,24,49,353
Drinking Water Usage	5,13,76,848
Kitchen and Washroom	31,28,140
Domestic (Labor colony)	1,23,88,650
Toilets & Pantry - BEL project office and Marketing office and garden maintenance	4,25,880
Irrigation of garden	75,47,330
Workers camp utility purpose	23,38,000
STP Water	58,08,000
BEL Site & Market office & Garden usage	1,15,000

Total Volume of water recycled and reused is 1,20,91,000 Liters



Waste and Effluents Management

Considering the increasing urbanization, construction industry is growing at a fast pace. Besides, the demand for office spaces in the commercial hubs keeps growing. To cater to this need, builders keep constructing and erecting structures generating massive amounts of waste. Unlike typical commercial waste, construction waste is very heavy and bulky occupying enormous amount of space in landfills. To address this problem, the builders need to formulate effective waste management plans.

Our Approach

Construction and demolition waste from the construction sites are handled as per Construction and Demolition Waste Rules 2016. The buildings or structure is demolished in a systematic manner, for maximum re-use of materials. In cases where the demolished structures cannot be reused, the waste is crushed to recover steel or any reusable materials. The inert debris are segregated and used for backfilling, leveling, construction of internal roads and basement flooring. Any excess debris identified, is given to the concerned authority for disposal.



Hazardous Waste:

Used oil, oil-soaked cotton and DG filters are some of the hazardous waste that is generated from our project sites during the operation phase. These hazardous wastes are stored in leak-proof drums in a secured area until they are disposed to State Pollution Control Board (SPCB) authorized recyclers.

Hazardous wastes (Lt/Kg)	
Used Oil	33
Chemical wastes	875
Paint wastes	213
Used oil filter	401
Cotton waste (Pack)	28
E-waste	3,951
Rubber waste	33

Non-hazardous Waste:

Non-hazardous waste (Municipal Solid Waste) from our construction sites is segregated into organic and inorganic waste at the source. The segregated waste is then handed over to the local municipal authority for treatment and safe disposal.

Non-Hazardous wastes (Kg)	
Plastic waste	768
Paper waste	628
Waste wood	15,384
Scrap Steel	17,8,962
Wet garbage (Labor Colony)	40,606
Construction debris	760
Food waste	77,864
Paper waste	162

With respect to completed projects, we make occupants aware of Waste (Municipal Solid Waste) segregation. It is mandatory for all occupants to segregate the solid waste into Wet (Kitchen), Reject (Sanitary) and Dry (Recyclable) Waste as per the Municipal Solid Waste Management Rules. The segregated wet waste is then composted within the project campus and the reject waste is handed over to local municipal authority and the dry waste is sold to local recyclers

Wastes (plastic, paper, food, e-waste, waste wood and scrap steel) together has emitted approximately 64 tCO2e in FY 2019-20

Construction Waste Management Measures:

- **Construction debris and scrap metals are segregated and reused. For example, metal containers are used for collecting oils, greasy rags and waste and debris are used for backfilling.**
- **Concrete waste is reused for making cover blocks, drain covers etc.**
- **Cut steel is stacked according to diameter and length wise and is used to make chairs, stirrups etc.**
- **Conduits, GI wires, GI firefighting pipes, G I and PVC plumbing pipes, taken back by respective agencies.**
- **Used helmet, safety shoes, gum boots, rubber gloves etc. are collected and disposed to authorized agency by contractors.**
- **Replaced oil from plant and machinery is taken by authorized agency from KSPCB.**
- **Empty paint containers are taken back by painting agency for reuse.**



Waste water Management

During the construction phase, the wastewater generated is partially treated in Septic Tanks and discharged into municipal sewers. In some of Brigade's recent projects, temporary STP has been installed and the treated water is reused for construction activities (mainly water sprinkling to suppress dust emissions along the driveways, curing, water jets to wash the wheels of vehicles exiting the construction site). In case of completed projects, STPs are installed to treat 100% of wastewater generated. The treated wastewater is reused for Toilet Flushing, Gardening and make-up water for Air Conditioning Systems. In the project Brigade Orchards - Arcade, we adopted SBR technology for treating black water and Sullage treatment for grey water.

In Residential projects about 2/3rd of the treated water is used for Toilet Flushing and Gardening. Whereas, in Commercial (Office) projects 100% of the treated water is reused for Toilet Flushing, Gardening and make-up water for Air Conditioning systems.

Water Consumption 2019-20:

Waste generated in 2019-20 has emitted approximately 63.9 tCO2e

Wastewater quality parameter (mg/L)	
BOD	625
COD	1,175
Total Solids	578
Total Dissolved Solids	775
Total Suspended Solids	375
Phosphorous	0
Chloride	171
Alkalinity	158
Grease	40

No significant oil spills have been reported during the operational phase in 2019-20

Air Quality Management

The phases of construction, demolition, remediation and site preparation can significantly affect air quality. If not properly measured and mitigated, it can release toxic gases, vapors and particulate matter, contributing to air pollution.

Our Approach

At Brigade, we conduct stack monitoring every month to ensure that the emissions are within the limits.

Parameter	
Particulate Matter (10)	4,432
Particulate Matter (2.5)	388
Carbon Monoxide	37
Oxides of Sulphur (SOx)	676

As we incorporate green strategies in all our projects, we ensure to promote optimal indoor air quality. Some of the measures we include in Brigade Brookfield B3 project are as follows:

- Implemented non-smoking policy in the entire campus.
- We provided 30% extra fresh air to interior spaces.
- Thermal comfort was designed as per AHSRAE 55 standard.
- MERV 13 filters are mandated in AHU for air quality.
- Green products such as low VOC content paints, adhesive and sealant, low emitting carpets and composite wood materials were used.

Biodiversity:

Construction projects whether it is residential or commercial have the potential to significantly impact natural habitats affecting flora and fauna. Construction sector is also a resource intensive industry that extracts resources affecting biodiversity. Therefore, this sector has a vital role to play in minimizing the damage to ecology.

Our Approach

At Brigade Group we design projects that avoid deforestation and promote tree plantation. In cases where cutting trees is necessary, we obtain approval from concerned authority prior to the start of the project.



Existing Projects:

Brigade Utopia

Our organization associated with Vanantara Farms, to create an urban forest at Brigade Cornerstone Utopia on the Whitefield-Sarjapur Road, Bangalore. This 47-acre mixed-use township is envisioned to be an extraordinary, adaptable, and authentic ecosystem where technology is seamlessly integrated with the natural ecosystem. Furthermore, we have planted 12,500 trees of different native species in this integrated enclave. To promote this activity, we hosted tree plantation drives at the project site. The experts from Vanantara Farms worked closely with the team and participants to ensure that the best practices were followed while building this urban forest.

Urban Forest – Akira Miyawaki

We collaborated with a Japanese botanist to launch our latest initiative called “Urban Forest”. Akira Miyawaki pioneered this technique of building compact dense forests. These mini forests are very dense, almost thirty times more than regular plantations. It also involves planting saplings of different native species very close to each other which prevents side-ward growth, enabling the trees to grow only upwards. This unique method creates a mini-forest in about 10-15 years unlike the conventional forests which can take centuries. This forest is planned keeping in mind the native species of the region, the nature of the soil, and irrigation techniques before the forest can become self-sustaining.



Biodiversity Conservation: Future Goals

Tree Planting- 30K Initiative - A GOAL TO PLANT 30,000 TREES

We have pledged to plant 30,000 trees in Bengaluru. Until now, 40 tree planting camps have been organized and over 13,000 trees have already been planted, supporting the city with a much needed green cover. Our efforts have borne fruit, which is evident from the native and indigenous trees that are growing well. Trees are closely monitored during their early years of planting, and therefore the survival rates are very encouraging. As an organisation, we strive to stay committed to the target of planting 30,000 trees and we will continue to further improve our measures and goals.

Total number of trees planted in 2019-20: 13,000



Environmental Compliance:

During the phase of construction and operation of our project sites, we ensure we comply with the environmental laws, regulations and other requirements such as site permits to operate. No construction activities are taken-up without obtaining all necessary approvals from State and Central Authorities including Environment Clearance from Ministry of Environment, Forests and Climate Change (MOEFCC) and Consent for Establishment (CFE) from State Pollution Control Board. The Environment Clearance and the CFE issued by authorities list out several conditions which are diligently integrated during construction and operation stages of the project.

Some of the Important Environment Compliances followed are:

1. Hi-tech and latest construction equipment complying to latest emission norms are used.
2. No construction activity is carried out during the nighttime.
3. DG Sets with acoustic enclosures complying to Environment Protection Rules are used.
4. Low Sulphur High Speed Diesel with sulphur content <50ppm is used as fuel for DG sets.
5. Barricading is done along the boundary of the project site to prevent pollutants from dispersing into the surroundings.
6. Water is sprinkled along the driveways to suppress Dust emissions
7. Personal Protective Equipment (PPEs) like Hard Hats, Safety Goggles, Gum Boots, Gloves etc., are provided to construction labourers.
8. Drinking water and Toilets are provided at site for the labourers.
9. Ready Mix Concrete (RMC) is used during construction, to reduce the total water demand.
10. First aid facilities are provided at the project both during construction and operation of the project.
11. All the laborers engaged for construction are screened for health and adequately treated before engaging them to work at the site.
12. All the topsoil excavated during construction activities are stored and used in horticulture / landscape development within the project site.
13. Excess Construction waste which cannot be reused within the project is disposed as per construction and demolition waste management rules 2016
14. Vehicles that are hired to bring construction materials to the site are ensured to be in good condition and conform to applicable air and noise emission standards and are operated only during non-peak hours.
15. Ambient Air Quality, Noise, Soil and Groundwater quality are monitored during construction phase of the project to ensure that they are within permissible limits.
16. The storm water runoff is diverted to series of Infiltration wells provided for rechange of groundwater table
17. Tertiary treated water from Brigade's completed projects is used to meet the water demand during construction
18. All vehicles, equipment and machinery used for construction are regularly maintained to ensure that the emission levels confirm to the norms.
19. Low VOC paints, sealants and adhesives are used in all our projects. Paints containing lead are strictly prohibited.

20. The project complies with all regulations & follows good construction & safety practices for scaffolding, ladders, working platforms, gangway, stairwells, excavations, etc.
21. Mock-up fire drills and first aid training is conducted at site at regular intervals.
22. Periodic Compliance reports are submitted to concerned authorities
23. Reviews and Audits are conducted periodically to verify compliance to all statutory conditions.

Some of the environmental laws, standards and policies that Brigade comply to are:

- Ministry of Environment, Forests and Climate Change
- State Pollution Control Board
- State Environment Impact Assessment Authority
- Indian Green Building Council (IGBC)
- Green Business Certification Inc. (GBCI)
- Energy Conservation Building Code (ECBC)
- Bureau of Energy Efficiency (BEE)
- Air-conditioning, Heating, and Refrigeration Institute Certification
- Municipal Solid Water Management Rules
- Construction and Demolition Waste Management Rules
- Hazardous Waste (Management Handling and Trans-boundary Movement) Rules
- National Building Code
- Air (Prevention and Control) of Pollution Act
- Water (Prevention and Control) of Pollution Act

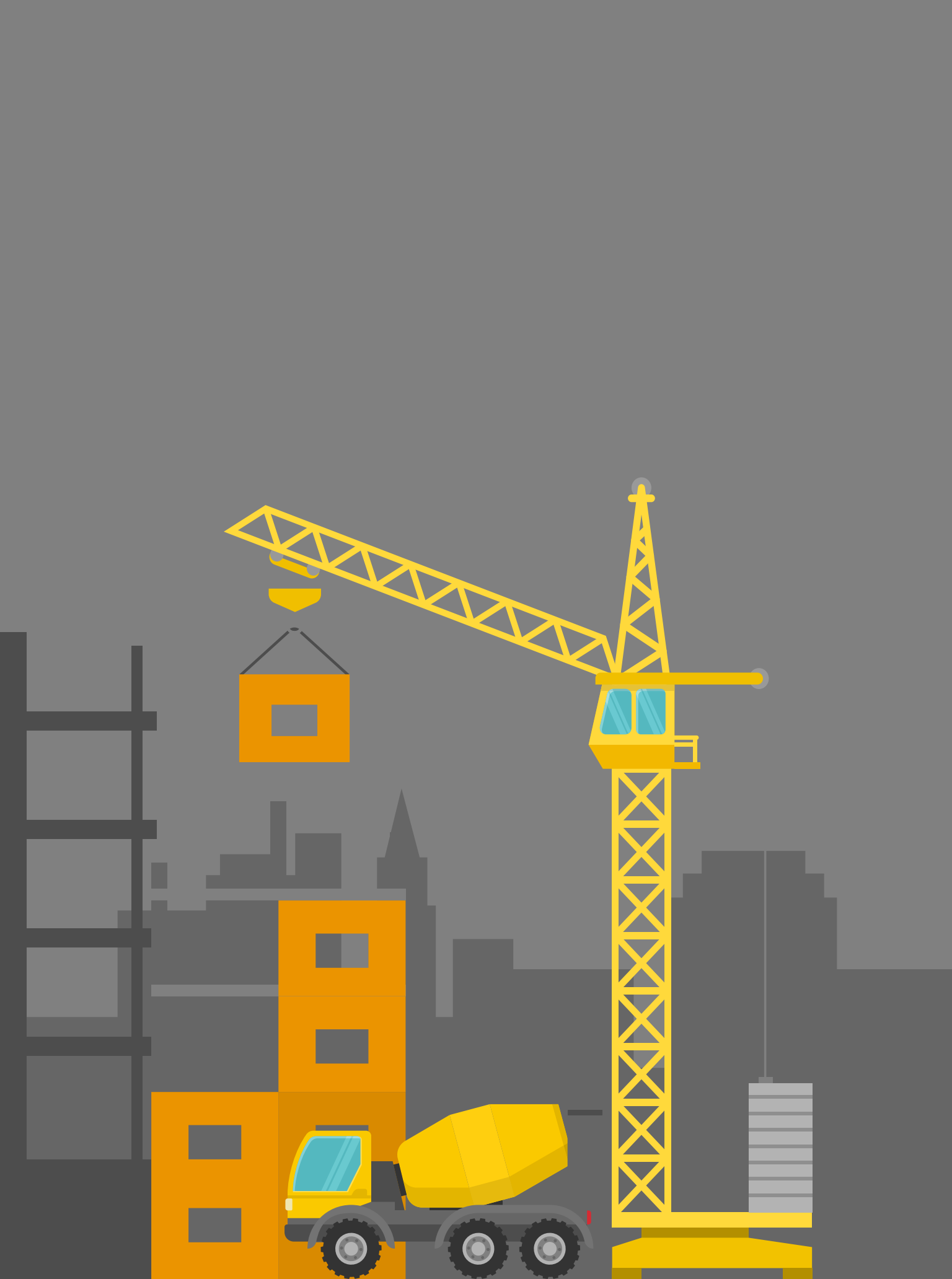
Environmental Protection Expenditure:

Activities	Amount spent (INR)
Tree Transplantation	4,22,000
Environmental Monitoring services	59,184
Ambient Air quality, Noise level, Water and Soil testing by a third party.	4,71,174
Ambient Air Quality Monitoring	35,200
Water Analysis	36,700
Noise Monitoring	30,400
Stack Monitoring	4,750
Luxs Monitoring	1,800
Soil Testing(N,P,K&pH)	19,200
Green net fixing to avoid dust	80,000
Tree plantation activity	5,50,000

Section:

People





People

At Brigade Group, we make every effort to enhance employee well-being and involve them in decision making. We believe that employees are our pillars of strength and hence follow an employee focused approach. This approach has enabled us to recruit and retain the best talent with a varied expertise. Furthermore, we ensure we provide an equal platform for both men and women with an aim of nurturing individuals to achieve their full potential. This approach creates a diverse and inclusive workforce in our organization.

Investing in our employees is of paramount importance to us and we demonstrate our commitment by creating a pleasant working environment. This encourages employees to be more productive and deliver sustainable organizational performance. We have three long-term priorities

- Drive a work culture of performance orientation
- Proactive HR practices to align business strategy
- To be a customer focused, innovative and future ready organization.

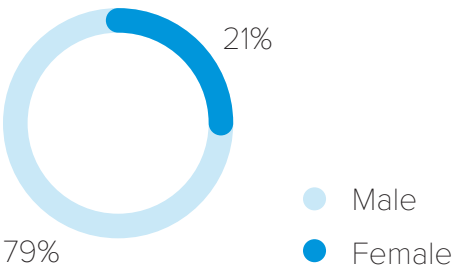
Our HR strategies and services have been designed to create a positive impact on our sustainability journey, and help us in

- developing leaders who can champion the Group's value and be an inspiration to their colleagues.
- Attracting and Retaining talent that can help shape a sustainable future.
- Fostering motivation and engagement throughout the implementation process.

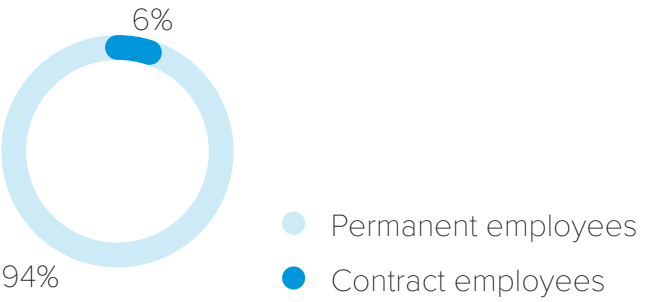


Workforce Snapshot

Employees by Gender

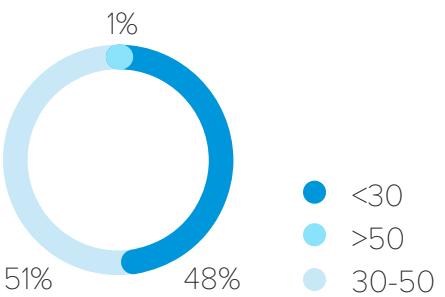


Employment Type

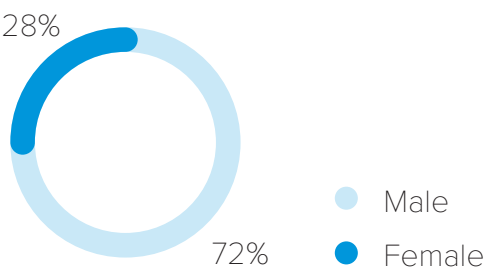


Employee hires by age & gender

Employee Hires by Age

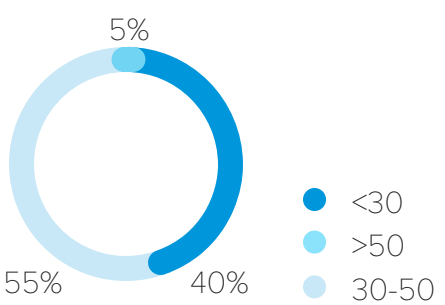


Employee Hires by Gender

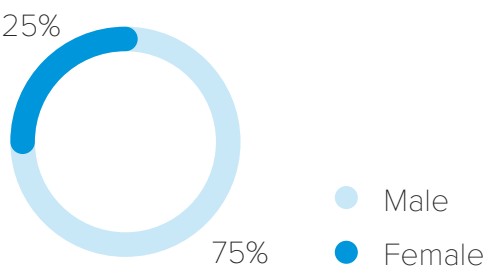


Employee turnover by age & gender

Employees Turnover by Age



Employees Hires by Gender



Talent Acquisition

At Brigade, we recruit candidates for entry level programs such as Graduate trainees (Engineering), Management trainees from the campus. Fresh graduates from other streams are also recruited for the position of trainees. Employee satisfaction is a vital component of our sustainable employee development program. To foster employee satisfaction, we provide industry - standard benefits and compensation, recognize employees through awards program and work on employee feedback.

Committed to creating a great work place, we provide them with a plethora of opportunities to help our employees achieve their goals. We conduct orientation programs to ensure smooth transition. Brigade Group has been recognized as the Best Place to work in the real estate category for the 10th year in a row by “Great Place to Work” Institute.

Employee Benefits

A key part of keeping our employees motivated and encouraging their highest potential is through benefits, incentives and rewards. The following are some of the employee benefits we offer

- **PF/ESI**
- **Gratuity**
- **Bonus/Ex-gratia**
- **ESOPs**
- **Group Mediclaim Insurance**
- **Group Personal Accident**
- **Parental Leave**
- **Long Service Award**
- **Incentives**
- **Subsidized cafeteria facility**
- **Transport Facility for remote projects**
- **Creche facility at special rates**
- **Healthcare**



Goal setting and personal effectiveness training



Dasara Celebrations 2019

Parental Leave

A total of 923 employees were entitled to parental leave and 40 employees availed parental leave during the reporting period.

	Availed	Returned to work after parental leave ended	Return to work rate
Maternity	7	6	86%
Paternity	33	33	100%

Training & Education

Learning and development is a vital part of organizational growth. Our Human Resources Team recognizes individual efforts and strives to create an atmosphere where everyone can grow along with the organization. Our Learning and Development initiatives are centered around the philosophy that "we grow as our staff grows". This is based on the belief that man-days of training attended alone are not sufficient to ensure upskilling or reskilling the competencies. We believe that embracing change is a must to experiment and discover newer attitudes, behaviors and skills. Therefore, our approach to training and development is seen as an investment, rather than a need.

Accordingly, training needs are identified at organizational, individual and at departmental levels during the performance appraisal process, which serves as an input into the training calendar. This training calendar is revisited each month and is updated based on business needs.

Individual training needs are categorized under

1. Technical training
2. Behavioral training

External training programs are organized to equip our employees with modern concepts and to enhance their learning curve. Management Development Programs are also implemented to facilitate continuous development, especially for the senior management. Our senior leadership team takes active initiative to improve their knowledge and skills through these programs.

The main aim of our learning and development program is to

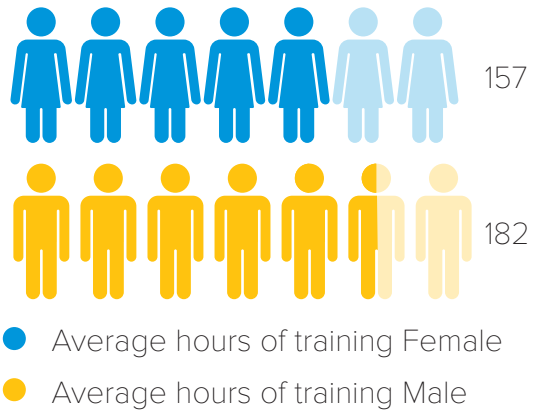
1. Ensure knowledge transfer
2. Building future capabilities
3. Governance or compliance related training

Accordingly, we have several training programs curated to meet specific needs.

1. Pathshala – Classroom Training initiative
2. Pathshala – Popcorn - Pathshala popcorn is a new initiative to impart short training programs, which are focused.
3. Campus to Corporate Program – includes onboarding and structural training
4. Jump Start - program is specially designed for Management Trainees (Sales)
5. Did you know - internal communication which is shared as a mailer to all the employees.
6. Knowledge series – fortnightly mailer on industry, general and functional knowledge

A regular performance review is done to identify areas of development. During the reporting period, 13% of male employees and 59% of female employees received performance and career development reviews.

Average hours of training by gender





Our Approach

Creating a safe, inclusive and motivating working atmosphere is amongst our top priorities. We emphasize the importance of maintaining professional conduct, in line with our ethics and core values. We do not discriminate employees/ potential employees /stakeholders based on gender, caste, race, sexuality, disability etc. and we expect a very high code of conduct from all our employees. An important area of professional conduct pertains to fair treatment of all employees at the work place. We strongly believe that every individual has the right to work in a professional atmosphere that provides equal opportunities to all and prohibits discriminatory practices that may distress or inhibit a section of the employees. At Brigade Group, sexual harassment, whether verbal, physical, or environmental, is completely unacceptable. Sexual harassment at the work place involving employees is a grave offence and is, therefore, punishable. This policy applies to all our employees and there is a robust system of reporting in place to ensure protection of the complainant. We have formed a Complaint Redressal Committee, constituted by our Management to review and redress complaints of sexual harassment.

Another facet of creating a great place to work is our whistle blower policy. It is a mechanism by which employees can raise concerns of any unacceptable, improper, or unethical practices being followed in the Company to the Ethics Committee or to the Audit Committee and to prohibit superiors from taking any adverse personal action against such employees. The Policy is intended to ensure that whenever any unacceptable, improper, or unethical practice is reported by an employee, the concerned employee is protected against any vindictive action and/or any discrimination for such reporting.

Our efforts to build a great place to work have resulted in our achievement of the following accolades.

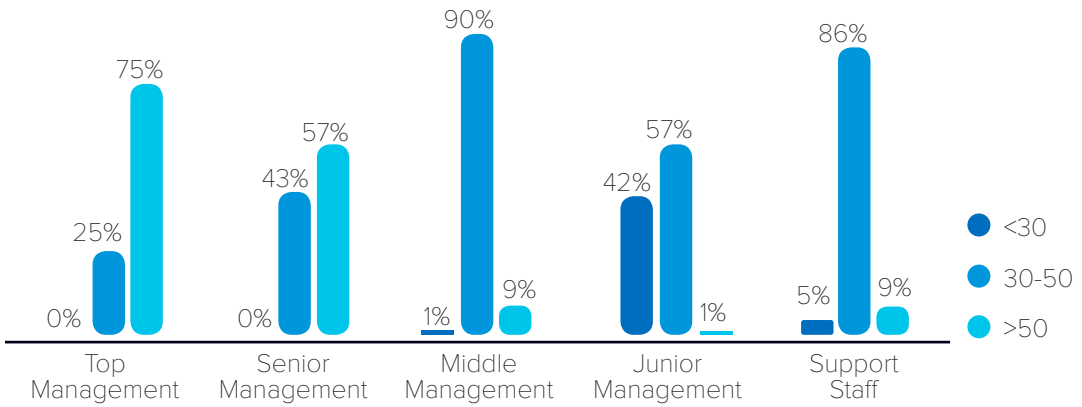
Brigade was recognized as the Best Place to work in the real estate category for the 10th year in a row by Great Place to Work Institute

Brigade Hospitality Services Ltd this year has for the first time been certified by Great Place to Work Institute and ranked 15th amongst India's Great Mid-size Workplaces 2020.

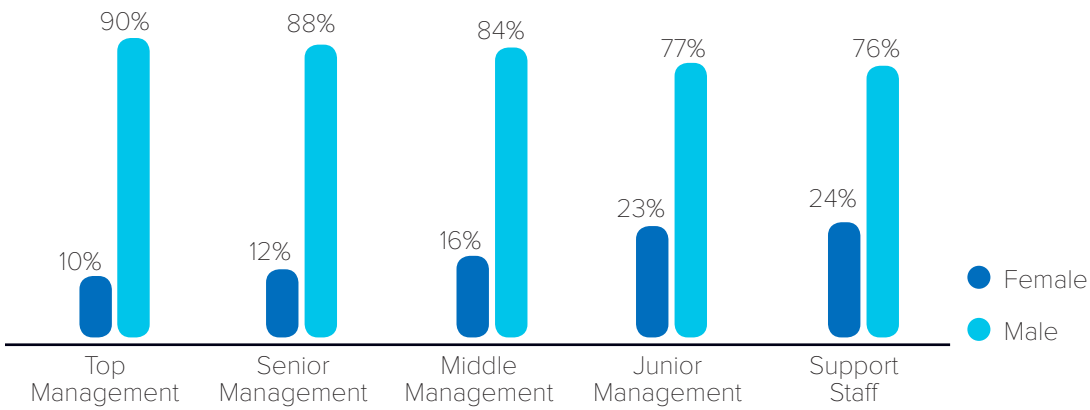
Brigade Group was ranked one among India's 75 Best Places to Work for Women

Employee Diversity

Employees by age & hierarchy %



Employees by gender & hierarchy %





Employee Engagement and Initiatives

All our HR initiatives are designed in line with our priorities and executed to achieve Brigade Group's vision throughout our journey.

CORE VALUES: QC FIRST

Human Resources focus on anchoring the values (QC-FIRST) and beliefs in people management right from recruitment to performance management, talent development, and remuneration. Some of the key focus areas of our people agenda is Communicating, accelerating employees' professional and personal development, creating a more open and transparent environment, and giving greater accountability to employees

NEO-B: RED CARPET

Brigade's onboarding ritual Neo-B Red Carpet aims to integrate the new joiners into the team and make them feel connected to the organization. We address new joinees as "Neo-B"s and conduct this program to build Positive Experience for them. It is typically a 3-day activity that is divided into 2 sessions

- "Shubh Aarambh" – It includes joining activities, led by the HR Team and "Neo-B's" colleagues from the respective departments. Usually, it is conducted on 1st or 3rd Thursday of the given month.



Women's Day Celebrations 2019

- "AaGaaz – The beginning" – It is an elaborate Corporate Induction Program conducted by the HR Team and the respective Business Unit Heads, to familiarize the Neo-B's about the Company and the business.

- Day-3 of the Red Carpet is when all Neo-B's are taken for a full day site visit.

CAMPUS TO COPORATE PROGRAM:

C2C is a flagship program to attract and train the best "Fresh Graduate" talents, through actively planned campus recruitments. This program is divided into 2 sessions.

1. 'First things First': It is a Pre-onboarding session that is conducted twice before they join, one session each in the 2 months before they come on board.

2. 'STT'- STT is a Structured Technical Training Program. It is a 45 days long program that is conducted as soon as all GETs come on board.

EMPLOYEE-ENGAGEMENT PROGRAMS

Big 6 employee engagement club:

It is an "Employee Engagement community" formed by the Brigadiers, for the Brigadiers, to the Brigadiers. The main objectives of this club are to achieve the 3C's:

- **Connect employees emotionally**
- **Communicate our Core Values**
- **Collaborate:**
- **Assigning BU heads as mentors.**

The entire organization is divided into 6 teams irrespective of departments, age and designation. Each team is assigned a mentor who is one of the BU Heads. A captain and a vice captain is selected for each team and they in turn help elect 4 representatives of the team through voting. Further, a meeting is held with the big6EEC committee every quarter to decide on the next set of cultural and sports activities. After the completion of each activity, the best performed team will be awarded the rolling trophy. A scoreboard mail is also communicated to the teams every month. Finally, the team with the highest points at the end of the financial year will be the champions.



BOOST:

Brigadier
Operate
On Site as
Sales Champion
To Experience Moments of Truth

This initiative has been launched to deeply imbibe our Core Value – 'Customer Centricity' and experience the complete sales process this initiative. The main objective is to understand the customer preference and design a function that can support our customers. It is applicable to all the eligible employees of the Brigade Group (except the direct sales team, CCS & CRM) As part of this initiative, all eligible employees will spend two & half days in a year (Friday second half to Sunday) as a "Salesperson" on site during their respective month of joining Brigade.

During this, Brigadiers wear the hat of salesperson and shadow the assigned Sales Resource at the Project Site, meet & assist customers, and answer their queries. The learning from the program will be considered as a significant feedback which is translated back to the workplace to create a seamless experience for our customers. This initiative serves as one of the most important tools to drive our focus towards customer centricity.

Occupational Health & Safety

Occupational Health and Safety are handled earnestly at Brigade. We provide highly detailed EHS specifications covering all the statutory requirements in the Tender documents issued to bidders. The tenders elaborate on various aspects such as EHS Management, Brigade's EHS Policy, Condition of eligibility of EHS personnel, EHS Goals and Objectives, Monitoring and Reviewing arrangements, EHS Training, EHS Committee establishment and duties, project site requirements, workplace environment, health and hygiene, violations, PPE, tools and forms apart from the aforementioned compliance requirements. Such detailed EHS tenders are provided for Civil Works, Electrical Safety, Lift Works, Painting works and Plumbing and Firefighting.
Brigade ensures it addresses every EHS need in the following ways:

Meetings: Once the contract is awarded a Kick-off meeting is organized with contractor representative to discuss the EHS implementation, monitoring and continual improvements.

Trainings: An Awareness training for contractor's representatives, regular Toolbox meeting for workers to address the hazards, risk and control measures are arranged.

Documentation: Detailed site specific EHS plan, EHS manual, Operational control procedures are followed to mitigate the identified hazards and risks, aspects and impacts associated with the construction activities.

Certifications: Brigade is certified for ISO 14001:2015 (Environment Management System) and ISO 45001:2018 (Occupational Health and Safety Management System) integrated management system by Bureau Veritas Certification India Pvt. Ltd.

All the plant and machinery used at site are certified by authorized person from Inspector of Factories, Dept. of FBIS. Checklist, permits are maintained for all the activities to ensure safety of workmen and workplace.

Safety Mechanisms: There is a first aid facility at site to treat the injured person maintained by qualified male nurse. Monthly Safety committee meetings are conducted with all the contractor workmen representatives to record and address safety issues.

Rewards: Brigade has had a sustained initiative started in 2008 for monthly rating of the EHS system known as Helmet of honor rating with 30-point checklist covering all the construction activities for 150 points. Every month Helmet of Honour is awarded to the maximum scorer to motivate the contractors. Yearly EHS Star awards known as Brigade Platinum Star, Golden star and Silver star for EHS implementation, monitoring and continual improvements are also given.

Celebration: Safety week is celebrated in the month of March to motivate and create awareness among work force through skit, quiz, safety poster painting competition, athlete

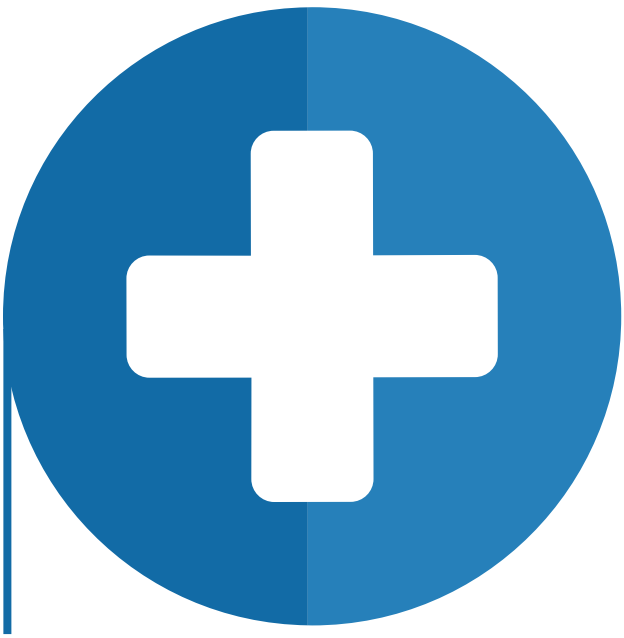
meet and exhibition on Personal Protective Equipment.

World Environmental day is celebrated through tree plantation by workmen, occupants, parade on roads with ply card to create awareness.

Review: To check the EHS performance at site, we capture the leading and lagging indicators and analyses on monthly basis.

System audits is conducted every 6 months by our trained and certified internal auditor, and a yearly surveillance audit by Bureau Veritas Certification India Pvt. Ltd. to check the system performance as well as recertification audits every three years.

Other provisions: Workers colony is set up to accommodate the workers with all the facilities provided near the construction sites.



There have been

173 cases of injuries

among 8473 workers requiring only first aid during the reporting year.

Occupational Health and Safety Management System

To comply with the ISO 14001:2015 standards, Brigade Group along with all its subcontractors are expected to meet and implement the requirements by following the guidelines issued under Environmental, Occupational Health and Safety Management (EHS) manual or plan. A copy of the plan is made available with the Brigade Enterprises Limited Project-in-charge and by the Principal Contractor on site to the BEL Project Incharge, Safety Incharge or Inspector.

The document defines responsibilities and provides requirements for planning and carrying out contractor work at Brigade Enterprises Limited. It identifies some, but not all, work practices and procedures that must be followed to minimize or eliminate risk to personnel health & safety and to the environment. When attached with the vendor/contractor agreement, the manual becomes part of the agreement binding the contractor to the requirements of the same. The Principal Contractor throughout execution of the contract, is to ensure that all conditions imposed on his sub-contractors in terms of compliance with the Act and the Construction Regulations.

Hazard Identification, Risk Assessment, and Incident Investigation

The Principal Contractor is required to make sure that disabling incident frequency rate (DIFR) every month is acceptable and report on this to the BEL on a monthly basis.

Environmental Aspect and Impacts assessment, Hazard Identification and Risk Assessment, Development of Risk Assessments Standard Working Procedures (SWP), and Method Statements for each activity in the contract or project is done.

Occupational Health Services

The EHS tender issued to contractor makes it clear all the provisions to be made for workers.

- It details provisions of Worker accommodation like sufficient space, toilets, their maintenance, drainage facility, sewage disposal, sale of household items, good housekeeping practices, 24/7 availability of first aid facility, adequate lighting elimination of stroboscopic effect where moving objects or machinery are used.

- Adequate ventilation in where hazardous materials are stored and running motors in confined spaces, maintenance of noise levels at acceptable levels along with provision of hearing protection where such levels are exceeded.

- Sufficient facility for washings like one toilet per 30 employees/workers, washing hands and hygienic upkeep of the facility to be provided. Eating/cooking facilities to be provided in weather-protected areas and proper hygiene to be maintained.

- Measures are to be taken for minimization of dust generation as well as prohibition of littering and spillage/discarding of oil, chemicals, dieseline into drains or dug holes or cavities.

- Hazardous Chemical Substances inventory and expiration dates to be maintained meticulously and along with Materials Safety Data Sheets (MSDS) indicating hazardous properties and emergency procedures in case of adverse incident. The hazardous substances are to be stored safely.

- The contractor is to ensure that the workers and operators are medically examined before engaging for work as well as have a tie-up with nearest hospital for any emergencies.

- All necessary personal protective equipment shall be kept available for the use of the persons employed on the site and maintained in a condition suitable for immediate use while sufficient stock of the personnel protective equipment to be maintained in the store and no excuse will be entertained on the shortage of PPEs.

- Development of Risk Assessments Standard Working Procedures (SWP), and Method Statements for each activity in the contract or project is done.

Worker Participation, Consultation, and Communication on Occupational Health and Safety

Worker Involvement and Training

Workers are encouraged to participate in construction specific activity such as

- Occupational Health and Safety Hazards and Risk Assessment
- Environmental Aspect and Impact identification

Worker Training on Occupational Health and Safety

Brigade Group conducts many trainings and worker engagement activities to ensure safety and efficiency according to applicable Act and Regulations as well as its own policies. Below, some of these trainings are highlighted:

Environmental Health & Safety Training

The Contractor is responsible for ensuring all its employees and subcontractors have the proper training regarding environmental, health, and safety and are competent to perform their job functions at BEL's work sites. Contractor employees and subcontractors are familiar with BEL's products, safety procedures, and environmental requirements, etc.





Specific Induction Training

All employees of the Principal and other Contractors must undergo the induction training and be in possession of proof of General Induction training without which along with EHS induction and applicable PPEs, they are not engaged.



EHS Training

Toolbox Talks

Regular Toolbox meeting is conducted to address the hazards and Risk associated with the work and control measures to be followed while working to mitigate the risks.



Regular Toolbox Talks for workers



Other Training

All operators, drivers and users of construction vehicles, mobile plant, Tower Crane, Mobile Crane, Material Hoist, Passenger Lift and other equipment are expected to undergo training and must be in possession of valid proof of training.

All employees in jobs requiring training in terms of the relevant Act and Regulations must be in possession of valid proof of training and, Occupational Health and Safety Training Requirements as applicable.




BEECONS SAFETY





Section:

Communities





Communities

At Brigade, we feel responsible for the social settings we operate in. Our commitment to improving them is evident from the number of projects we have taken up to support and enhance the communities and the natural environment around our operation sites as well as the institution of a detailed and robust CSR Policy.

CSR Policy

The CSR policy for Brigade Enterprises Ltd. (BEL) has been formulated in accordance with Section 135 of the Companies Act, 2013 read with Corporate Social Responsibility (CSR) Rules, 2014 together with Schedule VII of the Companies Act, 2013.

BEL genuinely believes that the benefits of development should reach a larger number of people, especially the weaker sections of society, to whom greater access to opportunities is the surest way to enable all-round socio-economic progress. It is wholly committed to environmentally sustainable development and growth in India in all areas, given the challenges of climate change.

The CSR Policy of the Company sets out the framework which will guide the Company's CSR activities. The Policy also sets out the rules that need to be adhered to while designing and implementing CSR activities.

The company has carried out activities in the areas of environment protection, public amenities development, urban art and culture, education etc. with the objective of social and economic development of the community.

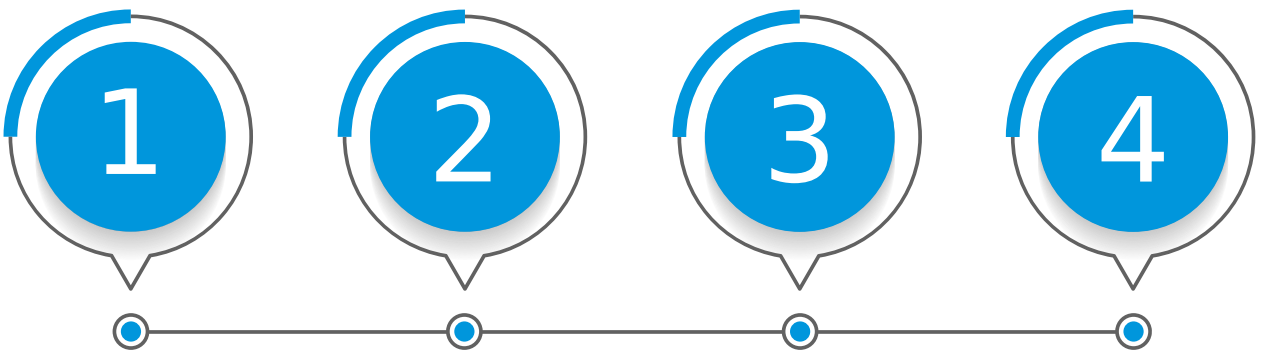
The Corporate Social Responsibility Committee (CSR Committee) of the Board of Directors of BEL is the governing body that will articulate the scope of activities for the Company and ensure compliance with the CSR Policy. The CSR Committee consists of four Directors, including two independent Directors.

CSR Committee

As part of the entire system for CSR programs through the CSR policy, BEL has set up a CSR Committee detailing its functions, role and functions of the Board of Directors in CSR, implementation framework for CSR activities as well as details on the monitoring mechanism of CSR activities. The policy also outlines disclosures about CSR activities to be made in BEL's Annual report, employees' engagement in the activities, capacity building for CSR and quite importantly review of the CSR policy itself which is due every 2 years unless required earlier.

The CSR Committee will consider and recommend for approval of the Board, the projects or programmes that BEL should undertake as CSR in India.

In terms of Schedule VII of the Act the Company's primary focus of CSR Activities are:



Ensuring Environmental Sustainability

Rural development projects

Promoting education among disadvantaged groups

Training to promote rural sports, nationally recognised sports, Paralympic sports and Olympic sports

Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government

Protection of national heritage, art and culture

Such other activities as may be notified by Ministry of Corporate Affairs from time to time

Promoting gender equality,reducing inequalities by socially disadvantaged groups

Eradicating hunger, poverty and malnutrition, promoting preventive health care making available sanitation & safe drinking water

Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, the Scheduled Tribes, other backward classes, minorities and women

A central body we have established to execute such projects by the group is the non-for-profit Brigade Foundation in 2003 registered with the Karnataka Societies Registration Act, 1960. The foundation currently serves in the areas of education, health and community development. The foundation has 7 members of the Board of Trustees including the founder, CMD of Brigade Group Mr. M. R. Jaishankar as Manging Trustee and Lifetime Trustee. It also has a well-structured hierarchy involving the trustees, a review committee, an executive committee, administrator and managers and other staff under them to enable execution of programs efficiently.

Overall CSR spend during 2019- 20
₹ 11,33,08,247

Education

The foundation works with one vision, that is to provide an international level of education to children living within its projects. It has created unique initiatives for the exclusive use of the teacher at the schools. The schools have been in operation for 15 years, with a student strength of 3459 and having now increased the staff to 289.

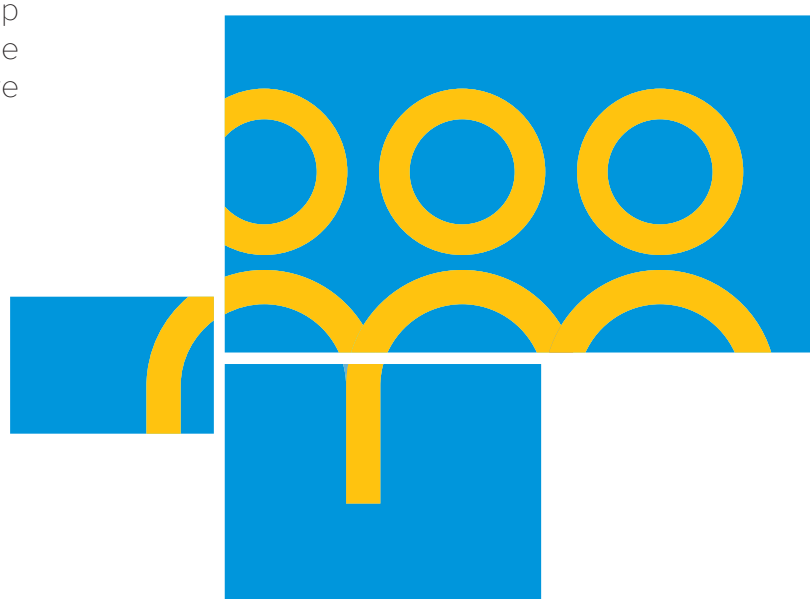
Health

One of the major initiatives taken up by the foundation is the establishment of St. John's Health Centre at Brigade Meadows in partnership with St. John's Hospital, Bangalore. With the infrastructure and equipment in place, the centre is due for opening during June/July 2020.

Community Development

The foundation recognised a dire need for youth surround some of its projects for employable skills and felt the need to address it. To fulfill this need, it plans to set up a Skill Development and Vocational Training Institute in the North side of Bangalore.

The foundation has been making contributions to support communities in the aftermath of natural calamities.



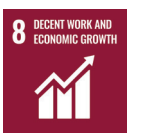
The foundation has also made many contributions to offer support during the Covid 19 pandemic.

- **₹2 lakh donated to Sri Ramakrishna Mission.**
- **Over 2 truckloads of rice sent to Chennai.**
- **Dry ration supplied to more than 3000 families in Bangalore.**
- **Bread loaves provided to over 500 persons for two weeks.**
- **Brigade Staff have made voluntary contributions amounting to about ₹4 Lakhs**
- **There are requests from other quarters for help, which are being evaluated.**



The Brigade Foundation Has Made Other Contributions as Well That Align With The Requirements of Sec 135 of The Companies Act

Sl. No.	CSR activities as per section 135 of Companies Act 2013	CSR activities of the BEL through the Brigade Foundation	SDGs Aligned with
1	Eradicating extreme hunger and poverty	During the Lockdown period BEL, • Provided sustenance allowance to 9,500-10,000 laborers working on Brigade sites. • Supplied cooked meals to 37500 poor and marginalised people in Bangalore. • Provided dry ration to laborers, poor and the marginalised in BEL sites and in parts of Bangalore.	
2	Promotion of education	• Provided employment to over 500 teaching and non-teaching staff, including outsourced service providers. • Nearly 3500 children are being provided quality education, including 325 students admitted under right to education (RTE).	
3	Promoting gender equality and empowering women	• Curricular/extracurricular activities Students and staff are being sensitised. • The enrollment with more than 50% in favor of girls.	
4	Combating human immune deficiency virus	Covid 19 pandemic has necessitated sensitising students and all staff regarding virus contamination and precautions to avoid the same, maintaining social distance, washing hands using soap, hand sanitisation, use of face masks, etc.	

5	Ensuring environmental sustainability	Maintenance of gardens and vegetation, water harvesting, tapping solar energy in schools and Brigade residential and commercial plots. Emphasis given to cleanliness and tidy upkeep.	 
6	Employment enhancing vocational skills	Planning to start various skill development and vocational training Institute.	 
7	Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government or the State Governments for socio-economic development and relief funds for the for the welfare of the Scheduled Castes, the scheduled Tribes, other backward classes, minorities and women; and	**CM's Relief Fund** 1. Flood Relief 2019 – Rs.10 lakh to Karnataka. 2. Contribution by BF staff – Rs. 7 lakh to Kerala 3. Covid Relief 2020 – Rs.10 lakh to T.Nadu 4. Covid Relief 2020 – Rs. 10 lakh to Karnataka	  
8	Such other matters as may be prescribed.	• Indian Music Experience, J.P. Nagar, March 2018 – Rs.10 cr. • Six toilets built for Sri Ramana Maharshi School for Blind at a cost of Rs.14 lakh with a maintenance cost of Rs. 2.30 lakh per year - 4 years back.	

Helping during COVID times



Figure 1 Disbursal of Sustenance Allowance





Figure 2 Disbursal of Sustenance Allowance



Figure 3 Preparation of Meals









Figure 4 Supply of meals

Tree Planting

Brigade has planted about 17,896 saplings during the reporting period and overall, 28,581 saplings during the 30 years of Brigade Group's establishment. It has been made sure that mostly local species are planted to maintain the local plant diversity rather than introduce exotic species.



Annexure

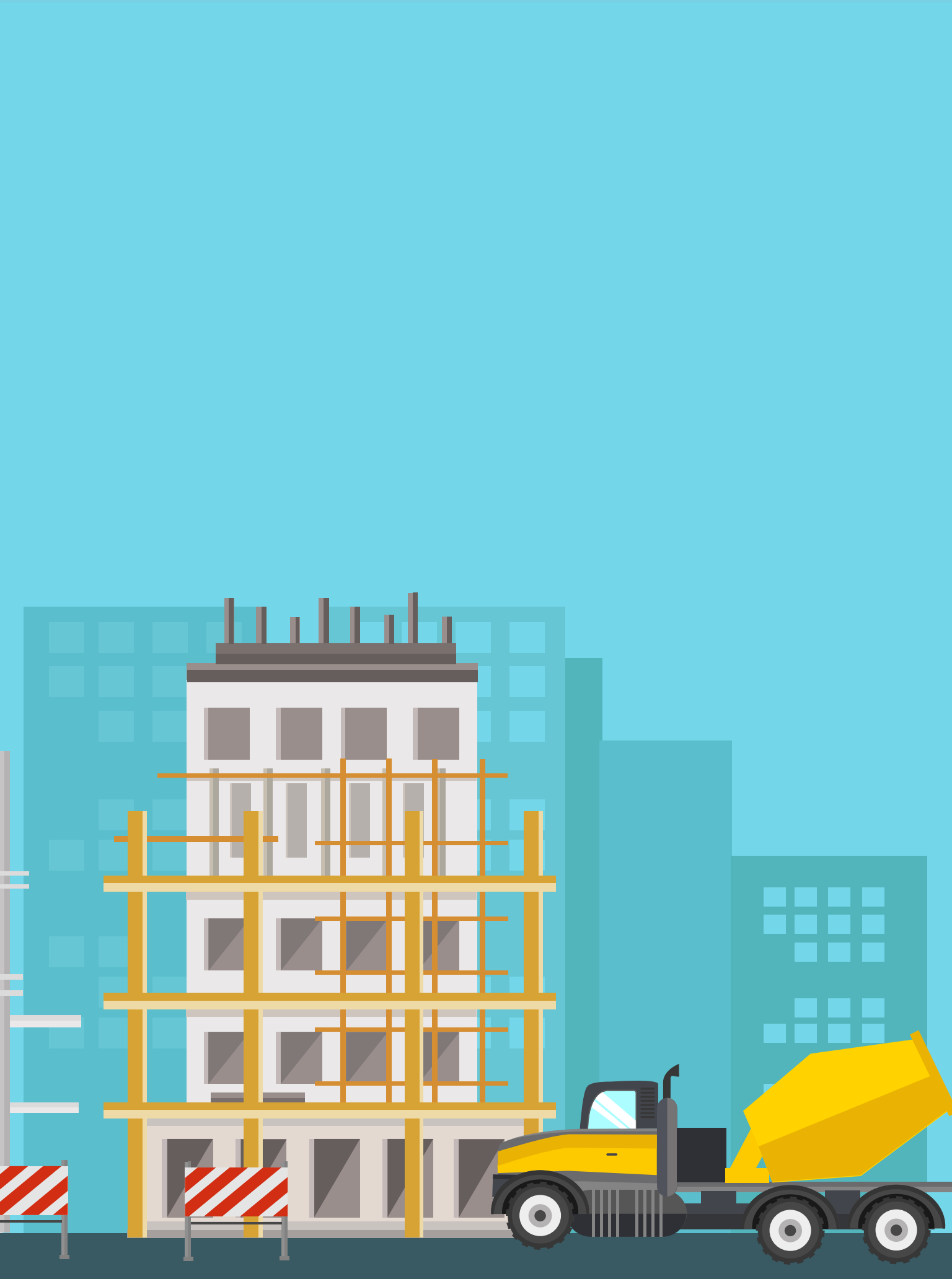
List of entities included in the Consolidated Financial Statement & Sustainability Report 2019-20

- Brigade Enterprises Limited (CIN: L85110KA1995PLC019126)
- Brigade Tetrarch Private Limited (CIN: U70100KA1995PTC018247)
- Brigade Estates & Projects Private Limited(CIN: U70101KA2006PTC041132)
- Brigade Infrastructure & Power Private Limited (CIN: U70109KA2007PTC044008)
- Orion Property Management Services Limited (CIN: U70109KA2011PLC060288)
- Brigade Hospitality Services Limited (CIN: U55101KA2004PLC034060)
- SRP Prosperita Hotel Ventures Limited (CIN: U55101KA2012PLC099437)
- WTC Trades & Projects Private Limited (CIN: U74900KA2010PTC056191)
- Brigade Properties Private Limited (CIN: U70200KA2007PTC042824)
- BCV Developers Private Limited (CIN: U45201KA2008PTC045861)
- Brigade (Gujarat) Projects Private Limited (CIN: U70100KA2015PTC079490)
- Perungudi Real Estates Private Limited (CIN: U70200TN2015PTC102278)
- Mysore Projects Private Limited (CIN: U70102KA2010PTC054771)
- Brigade Hotel Ventures Limited (CIN: U74999KA2016PLC095986)
- Augusta Club Private Limited (CIN: U74999KA2016PTC096214)
- Tandem Allied Services Private Limited (CIN: U70102KA2000PTC027302)

Section:

GRI INDEX





Disclosure	Description	Status	Page Number	Comments
102. GENERAL DISCLOSURE				
Organisational Profile				
102-1	Name of the organization	Complete	3	
102-2	Activities, brands, products, and services	Complete	3	
102-3	Location of headquarters	Complete	5	
102-4	Location of operations	Complete	5	
102-5	Ownership and legal form	Complete	3	
102-6	Markets served	Complete	3,4,5	
102-7	Scale of the organization	Complete	3	
102-8	Information on employees and other workers	Complete	62	
102-9	Supply chain	Partially complete	37	
102-10	Significant changes to the organization and its supply chain	Complete	Index	No significant changes
102-11	Precautionary Principle or approach	Complete	31	
102-12	External initiatives	Complete	32	None
102-13	Membership of associations	Complete	32	
Strategy				
102-14	Statement from senior decision-maker	Complete	1,2	
Ethics and integrity				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	20	
103-2	The management approach and its components	Complete	20	
103-3	Evaluation of the management approach	Complete	21	
102-15	Key impacts, risks, and opportunities	Complete	29	
102-16	Values, principles, standards, and norms of behavior	Complete	20	
Governance				
102-17	Mechanisms for advice and concerns about ethics	Complete	21	
102-18	Governance structure	Complete	16	

Disclosure	Description	Status	Page Number	Comments
Stakeholder Engagement				
102-40	List of stakeholder groups	Complete	10	
102-41	Collective bargaining agreements	Complete	Index	Not applicable
102-42	Identifying and selecting stakeholders	Complete	10	
102-43	Approach to stakeholder engagement	Complete	10	
102-44	Key topics and concerns raised	Complete	10	
Reporting Practices				
102-45	Entities included in the consolidated financial statements	Complete	92	
102-46	Defining report content and topic Boundaries	Complete	6	
102-47	List of material topics	Complete	8	
102-48	Restatements of information	Complete	Index	None
102-49	Changes in reporting	Complete	Index	None
102-50	Reporting period	Complete	6	
102-51	Date of most recent report	Complete	Index	This is Brigade Group's first Sustain-ability report
102-52	Reporting cycle	Complete	Index	Annual
102-53	Contact point for questions regarding the report	Complete		"Om Prakash omprakash@ brigadegroup.com"
102-54	Claims of reporting in accordance with the GRI Standards	Complete	6	
102-55	GRI content index	Complete	93	
102-56	External assurance	Complete	Index	Not applicable
201. ECONOMIC PERFORMANCE				
2. Topic-specific Disclosure				
201-1	Direct economic value generated and distributed	Complete	27	
201-2	Financial implications and other risks and opportunities due to climate change	Complete	31	
201-4	Financial assistance received from government	Complete	Index	None

Disclosure	Description	Status	Page Number	Comments
202. MARKET PRESENCE				
2. Topic-specific Disclosure				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Complete	Index	In accordance with labour laws
202-2	Proportion of senior management hired from the local community	Complete	Index	100%
203. INDIRECT ECONOMIC IMPACTS				
2. Topic-specific Disclosure				
203-1	Infrastructure investments and services supported	Complete	5	
203-2	Significant indirect economic impacts	Complete	31	
204. PROCUREMENT PRACTICES				
2. Topic-specific Disclosure				
204-1	Proportion of spending on local suppliers	Complete	Index	100%
205. ANTI-CORRUPTION PRACTICES				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	22	
103-2	The management approach and its components	Complete	22	
103-3	Evaluation of the management approach	Complete	23	
2. Topic-specific Disclosure				
205-1	Operations assessed for risks related to corruption	Complete	Index	All operations
205-2	Communication and training about anti-corruption policies and procedures	Complete	21	
205-3	Confirmed incidents of corruption and actions taken	Complete	Index	None

Disclosure	Description	Status	Page Number	Comments
206. ANTI-COMPETITIVE BEHAVIOUR				
2. Topic-specific Disclosure				
Disclosure 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Complete	Index	Not Applicable
301. MATERIALS				
2. Topic-specific Disclosure				
Disclosure 301-1	Materials used by weight or volume	Complete	37	
Disclosure 301-2	Recycled input materials used	Complete	39	
Disclosure 301-3	Reclaimed products and their packaging materials	Not reported	NA	NA
302. ENERGY				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	41	
103-2	The management approach and its components	Complete	41	
103-3	Evaluation of the management approach	Complete	41	
2. Topic-specific Disclosure				
Disclosure 302-1	Energy consumption within the organization	Complete	42	
Disclosure 302-2	Energy consumption outside of the organization	Complete	42	
Disclosure 302-3	Energy intensity	Complete	42	
Disclosure 302-4	Reduction of energy consumption	Complete	41	
Disclosure 302-5	Reductions in energy requirements of products and services	Complete	NA	NA

Disclosure	Description	Status	Page Number	Comments
303. WATER				
2. Topic-specific Disclosure				
Disclosure 303-1	Water withdrawal by source	Not reported	NA	
Disclosure 303-2	Water sources significantly affected by withdrawal of water	Not reported	NA	
Disclosure 303-3	Water recycled and reused	Complete	48	
304. BIODIVERSITY				
2. Topic-specific Disclosure				
Disclosure 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Complete	54	
Disclosure 304-2	Significant impacts of activities, products, and services on biodiversity	Complete	Index	None
Disclosure 304-3	Habitats protected or restored	Complete	55	
Disclosure 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Complete	Index	None
305. EMISSIONS				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	45	
103-2	The management approach and its components	Complete	45	
103-3	Evaluation of the management approach	Complete	45	
2. Topic-specific Disclosure				
Disclosure 305-1	Direct (Scope 1) GHG emissions	Complete	46	
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Complete	46	

Disclosure	Description	Status	Page Number	Comments
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	Complete	46	
Disclosure 305-5	Reduction of GHG emissions	Complete	45	
Disclosure 305-6	Emissions of ozone-depleting substances (ODS)	Complete	53	
Disclosure 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Complete	53	
306. EFFLUENTS AND WASTE				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	49	
103-2	The management approach and its components	Complete	49	
103-3	Evaluation of the management approach	Complete	49	
2. Topic-specific Disclosure				
Disclosure 306-1	Water discharge by quality and destination	Complete	52	
Disclosure 306-2	Waste by type and disposal method	Complete	50	
Disclosure 306-3	Significant spills	Complete	Index	None
Disclosure 306-4	Transport of hazardous waste	Complete	50	
Disclosure 306-5	Water bodies affected by water discharges and/or runoff	Complete	Index	None
307. ENVIRONMENTAL COMPLIANCE				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	57	
103-2	The management approach and its components	Complete	57	
103-3	Evaluation of the management approach	Complete	57	

Disclosure	Description	Status	Page Number	Comments
2. Topic-specific Disclosure				
Disclosure 307-1	Non-compliance with environmental laws and regulations	Complete	Index	None
308. SUPPLIER ENVIRONMENTAL ASSESSMENT				
2. Topic-specific Disclosure				
Disclosure 308-1	New suppliers that were screened using environmental criteria	Complete	Index	The tender documents issued to bidders ensure that only those who satisfy the criteria are contracted as suppliers
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken	Complete	Index	None
401. EMPLOYMENT				
2. Topic-specific Disclosure				
Disclosure 401-1	New employee hires and employee turnover	Complete	62	
Disclosure 401-2	"Benefits provided to full-time employees that are not provided to temporary or part-time employees"	Complete	63	
Disclosure 401-3	Parental leave	Complete	65	
402. LABOUR/MANAGEMENT RELATIONS				
2. Topic-specific Disclosure				
Disclosure 402-1	Minimum notice periods regarding operational changes	Complete	Index	Varies depending on individual contracts, however, it is in accordance with the provisions of labour laws.
307. ENVIRONMENTAL COMPLIANCE				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	57	
103-2	The management approach and its components	Complete	57	
103-3	Evaluation of the management approach	Complete	57	

Disclosure	Description	Status	Page Number	Comments
2. Topic-specific Disclosure				
Disclosure 307-1	Non-compliance with environmental laws and regulations	Complete	Index	None
308. SUPPLIER ENVIRONMENTAL ASSESSMENT				
2. Topic-specific Disclosure				
Disclosure 308-1	New suppliers that were screened using environmental criteria			
Disclosure 308-2	Negative environmental impacts in the supply chain and actions taken			
401. EMPLOYMENT				
2. Topic-specific Disclosure				
Disclosure 401-1	New employee hires and employee turnover	Complete	62	
Disclosure 401-2	"Benefits provided to full-time employees that are not provided to temporary or part-time employees"	Complete	63	
Disclosure 401-3	Parental leave	Complete	65	
402. LABOUR/MANAGEMENT RELATIONS				
2. Topic-specific Disclosure				
Disclosure 402-1	Minimum notice periods regarding operational changes	Complete	Index	Varies depending on individual contracts, however, it is in accordance with the provisions of labour laws.
403. OCCUPATIONAL HEALTH AND SAFETY				
1. Management Approach				
103-1	Explanation of the material topic and its Boundary	Complete	72	
103-2	The management approach and its components	Complete	72	
103-3	Evaluation of the management approach	Complete	73	

Disclosure	Description	Status	Page Number	Comments
2. Topic-specific Disclosure				
Disclosure 403-1	Workers representation in formal joint management–worker health and safety committees	Complete	72	
Disclosure 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Complete	73	
Disclosure 403-3	Workers with high incidence or high risk of diseases related to their occupation	Complete	78	Workers with high incidence or high risk of injury/diseases related to their occupation have been identified on Page 78 and are expected to carry valid proof of training to ensure they take all safety precautions
Disclosure 403-4	"Health and safety topics covered in formal agreements with trade unions"	Not Applicable		
404. TRAINING AND EDUCATION				
2. Topic-specific Disclosure				
Disclosure 404-1	Average hours of training per year per employee	Complete	66	
Disclosure 404-2	"Programs for upgrading employee skills and transition assistance programs"	Complete	65,66	
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Complete	66	

Disclosure	Description	Status	Page Number	Comments
405. DIVERISTY AND EQUAL OPPORTUNITY				
2. Topic-specific Disclosure				
Disclosure 405-1	Diversity of governance bodies and employees	Complete	16	
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Complete	Index	Equal pay
406. NON-DISCRIMINATION				
2. Topic-specific Disclosure				
Disclosure 406-1	Incidents of discrimination and corrective actions taken	Complete	Index	None
407. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
2. Topic-specific Disclosure				
Disclosure 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Complete	Index	None
408. CHILD LABOUR				
2. Topic-specific Disclosure				
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labor	Complete	Index	None
409. FORCED OR COMPULSORY LABOUR				
2. Topic-specific Disclosure				
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Complete	Index	None
410. SECURITY PRACTICES				
2. Topic-specific Disclosure				
Disclosure 410-1	Security personnel trained in human rights policies or procedures	Complete	Index	None

Disclosure	Description	Status	Page Number	Comments
411. RIGHTS OF INDIGENOUS PEOPLES				
2. Topic-specific Disclosure				
Disclosure 411-1	Incidents of violations involving rights of indigenous peoples	Complete	Index	None
412. HUMAN RIGHTS ASSESSMENT				
2. Topic-specific Disclosure				
Disclosure 412-1	Operations that have been subject to human rights reviews or impact assessments	Not Reported	-	
Disclosure 412-2	Employee training on human rights policies or procedures	Partially Complete	Index	Code of Conduct
Disclosure 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not Reported	-	
413. LOCAL COMMUNITIES				
2. Topic-specific Disclosure				
Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	Complete	83	
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	Complete	Index	None
414. SUPPLIER SOCIAL ASSESSMENT				
2. Topic-specific Disclosure				
Disclosure 414-1	New suppliers that were screened using social criteria	Complete	Index	The tender documents issued to bidders ensure that only those who satisfy the criteria are contracted as suppliers
Disclosure 414-2	Negative social impacts in the supply chain and actions taken	Complete	Index	None

Disclosure	Description	Status	Page Number	Comments
415. PUBLIC POLICY				
2. Topic-specific Disclosure				
Disclosure 415-1	Political contributions	Complete	Index	None
416. CUSTOMER HEALTH AND SAFETY				
2. Topic-specific Disclosure				
Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	Complete	20	Quality is part of our Core Values
Disclosure 416-2	"Incidents of non-compliance concerning the health and safety impacts of products and services"	Complete	Index	None
417. MARKETING AND LABELING				
2. Topic-specific Disclosure				
Disclosure 417-1	Requirements for product and service information and labeling	Complete	Index	None
Disclosure 417-2	Incidents of non-compliance concerning product and service information and labeling	Complete	Index	None
Disclosure 417-3	Incidents of non-compliance concerning marketing communications	Complete	Index	None
418. CUSTOMER PRIVACY				
2. Topic-specific Disclosure				
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Complete	Index	None
419. SOCIOECONOMIC COMPLIANCE				
2. Topic-specific Disclosure				
Disclosure 419-1	Non-compliance with laws and regulations in the social and economic area	Complete	Index	None

Disclosure	Description	Status	Page Number	Comments
GRI SECTOR SUPPLEMENT INDICATORS				
CRE 1	Building Energy Intensity	Reported	42	
CRE 3	Greenhouse Gas Emission Intensity from Buildings	Reported	45 and 46	
CRE 4	Greenhouse Gas Emission Intensity from New Construction and Redevelopment Activity	Reported	45 and 46	
CRE 6	Percentage of the organization operating in verified compliance with an internationally recognized health and safety management system	Reported	Index	100%
CRE 8	Type and Number of Sustainability Certification, Rating and Labelling Schemes for New Construction, Management, Occupation and Redevelopment	Reported	Index	Majority of their projects are green building certified