

ESG Databook

FY 2024 - 25



About The Company

Godrej was founded in 1897 by Ardeshir Godrej to help build economic independence for India. We contributed to this purpose by both innovating and actively donating a significant portion of the Group's profits to India's freedom movement.

At the Godrej Industries Group (GIG), we are committed to growing and strengthening this legacy. We are privileged to serve over 1.1 billion consumers globally through our businesses with market leadership positions in the consumer products, real estate, agriculture, financial services and chemicals industries.

Godrej Properties Limited (GPL), established in 1985, builds on the 128-year legacy of the Godrej Industries Group that is anchored in trust, innovation, and a deep commitment to India's growth. Today, GPL stands as India's largest real estate developer by residential sales and the only truly pan-India player. We continue to redefine industry standards through cutting-edge design, responsible development, and a strong focus on sustainability.

About The ESG Databook

The ESG databook should be read in alignment with the Integrated Report 2024-25. The Integrated Report 2024-25 has been developed in accordance with the GRI Standards along with reference to other prominent global sustainability reporting frameworks and standards along with inclusion of relevant indexes for quick reference. The disclosures made in the Integrated Report 2024-25 have also been verified by an independent assurance provider. The assurance statement can be referred to on page no 265-269 of the Integrated Report FY2024-25. Considering the interests of different stakeholder groups with gradually increasing global sustainability disclosures, this ESG databook aligns with the similar intent of reporting on such key performance indicators (KPIs). The ESG databook contains an additional of relevant information and material ESG disclosures (Environmental, Social, and Governance). It complements our Annual Integrated Report FY2024-25 and supplements our voluntary disclosures for Corporate Sustainability Assessment by S&P Global.

General Disclaimer:

Godrej Properties has exercised all reasonable precautions to verify the information presented in this document. The responsibility for interpreting and utilizing the material rests with the reader. We have diligently addressed all review points related to inconsistencies and incomplete information. GPL does not assume liability for any damage resulting from the use of this report.

Economic Dimension

1 Corporate Governance

1.1 Board Type – One-tier System

	Number of Members
Executive Directors	2
Independent Directors	4
Other non-executive Directors	1
Total Board Size	7

We have a one-tier system with 7 board members: 2 executives, 1 non-executive, and the remaining 4 independent directors. 57.14% of the board is independent.

1.2 Board Meeting Attendance

Indicators/ Measures	Indicator/ Numerical value
Average board meeting attendance (% of meetings of board of directors/supervisory board).	100%
Minimum of attendance for all members required, at least (in %)	50%

1.3 Other Board Directorship

Name of Independent Directors	Number of Directorship in other listed entities
Ms. Sutapa Banerjee	3
Dr. Indu Bhushan	4
Ms. Jayashree Vaidhyanathan	1
Mr. Sumeet Narang	2

1.4 CEO-to-Employee Ratio

CEO Compensation	Units	Total CEO Compensation	
Please indicate the total annual compensation*	₹	25,85,94,552	
*Total compensation includes fixed and variable compensation as well as all other parts of compensation which are required to be included in total remuneration reporting according to national accounting standards) of the Chief Executive Officer (or any equivalent position)			
		Median Employee Compensation	Mean Employee Compensation
Employee Compensation	₹	9,87,478	17,36,732
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation:	Ratio	261.87	148.89

1.5 CEO Compensation - Long-Term Performance Alignment

CEO's variable compensation has three distinct components. Annual bonus (PBFT) has a provision for deferral in case the business index is more than a cap. Such deferred amount is payable over additional 2 years. ESGS or stock grants are deferred over a period of 3 years. Long Term Incentives have a performance period of 5 years and a payout spread over year 5 and year 6. On an average, stock compensation which is mandatorily deferred accounts for 10% or more of CEO's target annual short term incentive.

1.6 Management Ownership (GPL Shareholding)

Position	Names	Multiples of Base Salary
Executive Chairperson	Mr. Pirojsha Godrej	5.16 times
Managing Director & CEO	Mr. Gaurav Pandey	0.37 times
Chief Financial Officer	Mr. Rajendra Khetawat	4.04 times
Average across other executive committee members owning shares	Mr. Lalit Makhijani Mr. Vikas Singhal Mr. Rohit Mohan Ms. Megha Goel Mr. Pramod Bisht Ms. Geetika Trehan Mr. Priyansh Kapoor Mr. Subhasish Pattanaik Mr. Rahul Dedhia Mr. Sandipan Pal	3.40 times

Share price of GPL as on March 31, 2025: ₹2,127.35 (BSE)

1.7 Board Average Tenure

Name of Board of Directors	Tenure of Membership (in years)
Mr. Pirojsha Godrej	4.0
Mr. Nadir Godrej	35.0
Mr. Gaurav Pandey	2.25
Ms. Sutapa Banerjee	4.33
Dr. Indu Bhushan	1.83
Ms. Jayashree Vaidhyanathan	1.67
Mr. Sumeet Narang	1.67
Board Average Tenure	7.25

Board average tenure as on March 31, 2025

1.8 Board Accountability

Shareholder approval required for changes in bylaw: We obtain approval of our Shareholders for amendments to the Memorandum and Articles of Association of the Company in terms of the applicable provisions of the Companies Act, 2013.

CEO succession plan: We have the talent management process in place with the objective of developing a robust talent pipeline for the organisation, which includes the senior leadership team and the CEO. We have a comprehensive talent management process, where we identify critical positions and assess the succession coverage for them annually. During this process, we also review the supply of talent, identify high potential employees, and plan talent actions to meet the organisation's talent.

Director's Liability: Provisions that limit directors' personal liability: An independent director and a non-executive director (not being a promoter or key managerial personnel) shall be held liable only in respect of such acts of omission or commission by a company which had occurred with his knowledge, attributable through Board processes, and with his consent or connivance or where they had not acted diligently. Under the Companies Act, 2013, executive directors and non-executive promoter directors do not enjoy any specific limitation of liability. They may be held liable for acts of commission or omission, including breach of duties, negligence, or any contravention of the provisions of the Act, especially where they are involved in the day-to-day management or have significant influence over the company's affairs. Limited liability protections under Section 149(12) are available only to independent directors and non-executive directors who are neither promoters nor Key Managerial Personnel, and even then, only when the alleged default occurred without their knowledge, consent, or connivance, and they acted diligently.

1.9 Family Ownership

As on March 31, 2025, the promoters individually and through companies controlled by them own 46.67% of shares. However, no individual member owns more than 5% of the shares. The % of voting rights is in proportion to % of shares. Please refer to pages 131-132 and of the GPL Annual Integrated Report FY24-25 – Shareholding Pattern.

2 Business Ethics

2.1 Reporting on Breaches

Reporting Areas	Units	Number of breaches in FY 25
Corruption or Bribery	Number	0
Conflicts of Interest	Number	0
Money Laundering or Insider trading	Number	0
Code of Conduct	Number	0

3 Policy Influence

3.1 Contributions & Other Spending

	Units	FY 25	FY 24	FY 23	FY 22
Lobbying, interest representation or similar	₹	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	₹	0	0	0	0
Trade associations or tax-exempt groups	₹	25,31,208	24,15,876	28,03,828	0
Other	₹	0	0	0	0
Total contributions and other spending	₹	25,31,208	24,15,876	28,03,828	0

4 Supply Chain Management

4.1 KPIs for Supplier Screening

Supplier Screening	Units	FY 25	FY 24
Total number of Tier-1 suppliers	Number	1,046	248
Total number of significant suppliers in Tier-1	Number	110	164
% of total spend on significant suppliers in Tier-1	%	86	91
Total number of significant suppliers in non Tier-1	Number	19	17
Total number of significant suppliers (Tier- 1 and non Tier-1)	Number	129	181

4.2 KPIs for Supplier Assessment and/or Development

Supplier Assessment	Units	FY 25	Target FY 25
Total number of suppliers assessed^ via desk assessments/on-site assessments	Number	72	50% of significant suppliers
% of unique significant suppliers assessed^	%	56	
Number of suppliers assessed^ with substantial actual/potential negative impacts	Number	16	
% of suppliers with substantial actual/potential negative impacts with agreed % corrective action/improvement plan		100	
Number of suppliers with substantial actual/potential negative impacts that were terminated	%	0	
% of new suppliers that were screened using Environment & social criteria^	%	100	
^ Assessed /Ongoing Assessment			

Corrective Action Plan Support	Units	FY 25	Target FY 25
Total number of suppliers supported in corrective action plan implementation	Number	16	10 % of significant suppliers
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	100	

Capacity Building Programs	Units	FY 25	Target FY 25
Total number of suppliers in capacity building program	Number	76	40% of significant suppliers
% of unique significant suppliers in capacity building programs	%	59	

4.3 Number of Unique Suppliers by Materials

Material Description	Number of Suppliers
Steel (TOR)	26
Cement	6
Concrete (RMC)	32
Tiles	31
AAC Blocks	11
Total number of Unique Suppliers	106

5 Effective Tax Rate

Financial Reporting	Units	FY 25	FY 24
Earnings before Tax	₹ in Crore	1,722.62	999.99
Reported Taxes	₹ in Crore	333.39	252.93
Effective Tax Rate	%	23.63	25.29
Calculated Average Effective Tax Rate (for 2 year period)	%	24.31	
Cash Taxes Paid	₹ in Crore	246.23	264.53
Cash Tax Rate	%	14.29	26.45
Calculated Average Cash Tax Rate (for 2 year period)	%	18.75	

Reason	Units	Tax Impact FY24	Tax Impact FY25	Explanation
Timing - Major issues outside of the two-year period reported (including accounting adjustments for prior reporting periods due to major tax policy changes)	₹	0	-73,72,00,000	The effective tax rate is lower than the industry average, primarily due to the regulatory revision in the Long Term Capital Gains Tax applicable to capital assets sold post July 23, 2024. The rate has been reduced from 22.88% to 14.30%, resulting in a favourable tax impact amounting to ₹73.72 crores.

Refer Page 217 of the GPL Integrated Report FY2024-25 - Note 10h: Pursuant to the Finance Bill, 2024 as passed by the Lok Sabha on August 7, 2024, the applicable Long Term Capital Gains Tax on capital assets sold after July 23, 2024 has been amended to 14.30% from 22.88% (including applicable surcharge and cess). Consequently, the Company has measured its relevant deferred tax assets/liabilities.

6 Materiality

6.1 Key Material Topics

S. No.	Material Topic	Description	Page Nos. in IR FY202 4-25
1	Customer Engagement	At GPL, we shape perceptions, adapt, and promote growth to enhance our market position. We prioritise positive interactions, recognising their essential role in our success. Effective customer sustainability management yields significant benefits, such as appreciating asset value, increasing satisfaction, reducing costs, and ensuring regulatory compliance. Our strategies involve aligning financial interests, measuring resources, and mandating sustainability requirements. We are dedicated to creating spaces that foster everyday joys, enriching one community, one family, and one home at a time.	174
2	Diversity, Inclusion & Equal Opportunity	At GPL, we broaden our talent pools and increase our market relevance by cultivating an inclusive workplace. This approach establishes a positive corporate reputation, elevates employee engagement, and ensures legal compliance. Our diverse teams drive innovation, aligning with our social responsibility and contributing to long-term success in the competitive real estate industry. Currently, we have a 38.6% diversity ratio, reflecting our commitment to inclusivity. We actively recruit LGBTQ+ individuals and Persons with Disabilities (PwD), and we maintain gender-neutral policies and processes across all operational areas and sites, embracing our "All Are Welcome" theme.	156
3	Occupational Health & Safety	At GPL, we prioritise Occupational Health and Safety (OHS), tailoring it specifically for the real estate sector to emphasise workplace wellbeing and strict adherence to safety standards. Our commitment to employees' physical and mental health is recognised in legal frameworks and reflects our dedication to safety practices and risk mitigation. We have established comprehensive health and safety policies and adhere to IS 3768, 1983 standards for data compilation, guiding us in computing frequency and severity rates for industrial injuries and classifying industrial accidents. Additionally, our Health and Safety Management System (HSMS) ensures systematic implementation of our safety protocols. Our primary focus is to support our employees in managing both personal and work-related concerns, empowering them to navigate sensitive situations effectively, both within and outside the workplace	172, 188-189
4	Corporate Governance	At GPL, we ensure transparency, legal compliance, and stakeholder trust through effective corporate governance. This approach attracts capital and facilitates project execution. By integrating sustainability and ethical practices, we lay the foundation for long-term success. Our core elements include responsible remuneration policies, anticorruption measures, transparent governance, and grievance redressal mechanisms. These elements foster an ethical culture and uphold our reputation. Our proactive approach to compliance and risk mitigation, grounded in integrity, is vital for sustained success in the competitive real estate industry. With eight specialised committees and professional expertise, our Board operates with integrity and transparency.	64
5	GHG Management	GHG management at GPL encompasses tracking the carbon footprint across construction, operation, and maintenance phases. Our focus on emission reduction is integral to meeting sustainability targets, ensuring regulatory compliance, and upholding environmental stewardship. recognising the significant impact of 'Purchased Goods and Services' on emissions, we have prioritised collaboration with key suppliers to address emissions potential. Our commitment to reducing emissions aligns with climate science standards, as evidenced by our participation in SBTi. Implementation of strategies like energy-efficient designs and renewable energy adoption further strengthens our environmental responsibility, bolsters our reputation, and appeals to environmentally conscious stakeholders.	102
6	Product & Service Quality	At GPL, we prioritise quality, service, and construction excellence as fundamental pillars of success in the real estate industry. Our commitment to meeting buyer expectations, adhering to codes, and providing strong warranties is aimed at ensuring customer satisfaction and building a positive reputation. We believe that offering highquality properties sets us apart and fosters loyalty among our clients, leading to positive word-of-mouth referrals. Stringent quality control measures are essential to avoid any financial setbacks or legal issues associated with subpar construction practices. Our focus extends to key factors such as location, facilities, construction quality, building durability, business potential, market demand, and local feedback. By continuously enhancing our offerings, we build trust among our customers and maintain a strong brand presence. Effective communication is another aspect we prioritise. We ensure timely updates, announcements, and emergency alerts to keep our residents and customers well-informed. Our community management application plays a crucial role in enhancing residents' quality of life and fostering a safe and efficiently run community.	126
7	Waste Management	We prioritise recycling and efficient waste reduction to minimise our environmental impact, demonstrating our commitment to sustainability. Our strict compliance with environmental laws and focus on reducing our ecological footprint not only enhance cost-effectiveness but also improve stakeholder perceptions, aligning us with ethical standards and environmental responsibility. Our proactive measures extend to strict adherence to waste management regulations, supported by a dedicated policy and strategy outlined in our waste management plan. This plan encompasses comprehensive strategies for waste reduction, segregation, collection, recycling, and reuse, along with efficient waste diversion and disposal methods. Moreover, we emphasise compliance, provide training, and ensure continuous monitoring and reporting to gauge our progress in waste management efforts.	112

6.2 Summary of Material Topics

Sr. No.	Material Topic	Why is it Material to GPL	Boundary	Outcomes	Relevant Stakeholders	KPIs and Progress
1	Customer Engagement	Customer retention is fuelled by customer satisfaction. Engaging customers, gathering feedback improves customer satisfaction.	Outside GPL	Positive outcomes: Increased customer loyalty, improved brand perception Negative outcomes: Costs of customer engagement initiatives	Communities, Customers, Government Bodies and Regulatory Agencies	1. Customer Retention: 3.46 days Average resolution time for all escalations 2. Customer Privacy: 4 cases of data privacy, received during the year
2	Diversity, Inclusion & Equal Opportunity	Promotion of diversity, inclusion, and equal opportunities, fosters a positive work culture attracting diverse talent.	Within GPL	Positive outcomes: Enhanced innovation, improved reputation Negative outcomes: Potential resistance to change	Employees	1. Percentage of cis-women employees: 35.2% 2. 7.41% women in Senior Management
3	Occupational Health & Safety	Providing a safe work environment, preventing accidents, and compliance with safety regulations are material to create a safe and accident-free workspace.	Within GPL	Positive outcomes: Reduced injuries, improved employee well-being Negative outcomes: Compliance costs, downtime	Employees	Occupational Health & Safety Management: GPL OH&S Management system is aligned with ISO 45001: 2018 Accidents and incidents reported: 2 recordable work-related injuries (excluding fatalities) LTI/LTIFR: 0/0 (for employees) 0 (including one fatal) / 0.039 (for workers) % of employees receiving HSE training: 100%
4	Corporate Governance	Upholding ethical standards strengthen inclusive growth. Strong corporate governance practices ensure transparency for the same.	Within and Outside GPL	Positive outcomes: Enhanced investor confidence, reduced risk Negative outcomes: Compliance costs	Government Bodies and Regulatory Agencies, Communities, Consultants	Board Structure: GPL's board consists of 7 members and is supported by eight committees, with 57.14% of the directors being independent and 28.57% being women. Expertise/ skills of board members: The Independent Directors bring with them the required qualifications, experience, and expertise in finance, strategy, auditing, tax, risk advisory, financial services, sustainability, and the infrastructure and real estate industry. Board Committees: 8 Board Committees Roles and Responsibilities of the committees: Within our corporate governance framework, we diligently oversee business strategies, ensuring financial responsibility, ethical corporate behaviour, and fairness towards all stakeholders. This includes regulators, employees, clients, suppliers, investors, and the public.
5	GHG Management	Cradle-to- grave emission reduction planning in real estate ensures reduction of greenhouse gas emissions (e.g.: global carbon emissions), alignment with regulations, and mitigation of climate risks.	Within and Outside GPL	Positive outcomes: Reduced emissions, improved reputation Negative outcomes: Compliance costs	Investors, Employees, Suppliers, Customers, Communities, Government Bodies and Regulatory Agencies, Consultants	Absolute Scope 1+2+3 Emissions: 27,42,209 tCO ₂ e Emission reduction Initiatives: Deployment of renewable energy at site and marketing offices, IGBC health and well-being certification for GPL regional offices, sustainable procurement of materials, and implementation of Internal Carbon Price. Source of indirect emissions: Electricity, Energy, Water, Waste: Consumption and Discharge; Construction Activity; Haulage

Sr. No.	Material Topic	Why is it Material to GPL	Boundary	Outcomes	Relevant Stakeholders	KPIs and Progress
6	Product & Service Quality	Brand's credibility is measured by quality delivery. Delivering high-quality products and services, meeting customer expectations maintain brand reputation.	Outside GPL	Positive outcomes: Increased customer satisfaction, brand loyalty Negative outcomes: Costs of quality assurance	Customers, Investors	Customer Satisfaction (NPS): 67%
7	Waste Management	Construction activities in the real estate industry generate significant waste. Sustainable waste management ensures proper collection, treatment, and disposal of this waste.	Within and Outside GPL	Positive outcomes: Reduced waste to landfill, thereby reducing costs and increasing environmental benefits Negative outcomes: Initial setup costs	Investors, Employees, Suppliers, Customers, Communities, Government Bodies and Regulatory Agencies, Consultants.	Construction waste generated (waste to landfill intensity): 0.19 tonnes/sq. ft. Waste management and waste reduction initiatives: Waste to landfill diversion; recycling; reuse at site Amount of waste disposed to landfills: 19,200.08 tonnes Amount of waste diverted from landfill: 53,239 tonnes through community projects.
8	Sustainable Supply Chain	Sustainability across the supply chain minimizes environmental risks and impact and promote ethical sourcing.	Within and Outside GPL	Positive outcomes: Reduced supply chain risks, improved sustainability Negative outcomes: Costs of sustainable sourcing	Suppliers, Investors, Government Bodies and Regulatory Agencies	Vendor management practices implemented: Within our Supply Chain Engagement Framework, we incorporate supplier screening, gap identification, and vendor screening processes.
9	Resilience & Risk Management	Risk assessment makes revenue growth more confident. It builds resilience, manages risks effectively, and responds to crises or disruptions.	Within and Outside GPL	Positive outcomes: Reduced risk exposure, business continuity Negative outcomes: Costs of risk mitigation measures	Investors, Employees, Communities, Government Bodies and Regulatory Agencies, Consultants	ESG risks posed by operations and Risks and opportunities: Heavy precipitation, temperature, water scarcity, carbon pricing mechanisms Risk management framework: The Company has formed a Risk Management Mitigation strategies: Committee, which includes Board members and key executives. This committee is accountable for identifying and assessing business risks and opportunities. It also oversees key risks by managing tasks such as identification, assessment, monitoring, mitigation, and reporting of various risks
10	Technology & Innovation	Innovation provides a competitive edge and improves operations. This leads to enhanced customer experiences.	Within and Outside GPL	Positive outcomes: Increased efficiency, market differentiation Negative outcomes: Costs of technology adoption	Investors, Employees, Customers, Communities, Consultants	Tech-driven green innovations: We have installed solar panels and smart water meters at our sites. Our 3D-printed villa showcases how additive manufacturing, robotics, and automation can redefine home construction and drive a new era of building innovation.
11	Environment Management & Compliance	At construction sites, environmental management system that affects the local geographies is aided by adherence to environmental legislation, risk management, and ecosystem conservation.	Within and Outside GPL	Positive outcomes: Regulatory compliance, enhanced environmental stewardship Negative outcomes: Compliance costs	Investors, Employees, Suppliers, Communities, Government Bodies and Regulatory Agencies, Consultants	Training and Awareness on Environment Protection: Training on the EMS Awareness and implementation. Module was provided to 25 environmental managers stationed at various project sites. Environment Management System (ISO 14001): We have achieved ISO 14001:2015 certification. Number of offices/sites that are ISO 14001 certified: All operation sites and HO are ISO 14001:2015 certified

Sr. No.	Material Topic	Why is it Material to GPL	Boundary	Outcomes	Relevant Stakeholders	KPIs and Progress
12	Water Management	The effective use of a sustainable water management plan minimizes reliance on water consumption, safeguards water resources, and addresses problems with water quality.	Within and Outside GPL	Positive outcomes: Reduced water costs, improved water conservation Negative outcomes: Initial investment costs	Investors, Employees, Suppliers, Customers, Communities, Government Bodies and Regulatory Agencies, Consultants	Total water withdrawal: 332.9 Mn Litres Water withdrawal from stressed areas: 74.25 Mn Litres Net water Consumption: 409.2 Mn Litres* Water intensity: 43 litres/sq. ft. (Aggregate) Water offset via water management program: Our operations have achieved a state of water positivity by offsetting our consumption through our CSR projects.
13	Data Privacy & Security	Data security ensures confidentiality and integrity. It protects customer and business data, complies with data privacy regulations, and prevent cyber threats.	Within and Outside GPL	Positive outcomes: Enhanced data security, customer trust Negative outcomes: Costs of data protection measures	Customers, Employees, Investors, Government Bodies and Regulatory Agencies	Commitment to ensuring the highest levels of security for our information assets: We are ISO 27001: 2022 certified.
14	Air Quality Management	Monitoring air quality paves way for designing of sustainable construction projects that reduce emissions and mitigate health risks.	Within and Outside GPL	Positive outcomes: Improved air quality, health benefits Negative outcomes: Implementation costs	Investors, Employees, Communities, Government Bodies and Regulatory Agencies, Consultants, Customers	Air Quality Control: Implementation of Air Pollution, Mitigation Plan
15	Community Centric Sustainability	Engaging with the local community, supporting community initiatives contributes positively to societal well-being.	Outside GPL	Positive outcomes: Improved community relations, social impact Negative outcomes: Costs associated with community projects	Communities, Customers, Government Bodies and Regulatory Agencies	Management Initiatives Management Perspective: Employees Volunteering: Good and Green Number of CSR beneficiaries: 8,90,618
16	Energy Efficiency	By embracing energy efficiency, carbon footprint of construction projects can be reduced, along with operational costs and environmental harm.	Within and Outside GPL	Positive outcomes: Lower operational costs, reduced carbon emissions Negative outcomes: Initial investment costs	Investors, Employees, Suppliers, Communities, Government Bodies and Regulatory Agencies, Consultants	Energy Consumption in GPL Offices: 31,567.8 GJ Energy Intensity for GPL Offices: 0.05 GJ/sq. ft. Clean Energy used: Reduced reliance on fossil fuel-based electricity
17	Employee Engagement & Development	Engaging and developing employees, boosting morale, and retaining talent help in boosting fraternity at workplace.	Within GPL	Positive outcomes: Increased productivity, talent retention Negative outcomes: Training costs	Employees	Employee engagement activities: We implement programs and training initiatives aimed at cultivating the future generation of leaders within GPL. New hires: 2,015 Turnover rate: 23% Employee Engagement Score: 81% Number of leaves: Our employees and workers have the right to reasonable rest breaks, unlimited sick leaves, and holiday leaves in accordance with the legislation. Employee Retention ratio: 75%

* Doesn't include water consumption from water stress areas.

Sr. No.	Material Topic	Why is it Material to GPL	Boundary	Outcomes	Relevant Stakeholders	KPIs and Progress
18	Living Wage	Competitive and industry appropriate wages for employees promote social responsibility.	Within GPL	Positive outcomes: Improved employee morale, reduced turnover Negative outcomes: Increased labour costs	Employees	Compliance with requirement: 100% of our employees receive above living wage
19	Worker/ Labor Practices	Upholding fair labour practices provide equal opportunities and ensure ethical treatment of workers to create a culture built on trust.	Within and Outside GPL	Positive outcomes: Enhanced employee satisfaction, improved reputation Negative outcomes: Increased labor costs	Employees, Suppliers, Communities	Policy on modern Slavery: GPL conducts regular reviews, overseen by the Management Committee, to ensure that its practices align with the principles set forth in the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, as well as with relevant local laws that pertain to our operations Policy on child labour/ forced or compulsory labour: When faced with a suspected instance of child labour, we emphasize sensitivity rather than strict enforcement. Our focus is to establish a friendly interaction with the child, ensuring their comfort and well-being Incidents reported on child labour: 0

6.3 Our Material Issues and Metrics for Enterprise Value Creation

Material Issue	GHG Management	Diversity, Inclusion & Equal Opportunity	Occupational Health and Safety
Risk / Opportunity	Risk	Opportunity	Risk
Business Case	Effective GHG management is crucial for us to mitigate regulatory risks, control operational costs, and maintain a positive reputation. With stricter environmental regulations and rising energy costs, we must proactively manage our emissions to avoid penalties and meet the growing demand for sustainable real estate solutions.	Embracing Diversity, Inclusion & Equal Opportunity (DIEO) isn't just a moral obligation but also a vital factor in our business success. In the real estate sector, where innovation, creativity, and collaboration are paramount, cultivating a diverse and inclusive culture drives better performance, smarter decisions, and higher employee involvement. Our dedication to DIEO gives us a competitive edge, drawing top talent, boosting customer satisfaction, and reducing risks linked to discrimination and exclusion.	Effectively managing Occupational Health and Safety (OHS) risks is crucial for us at GPL to maintain cost efficiency and operational excellence. Addressing workplace accidents, health hazards, compliance risks, and reputation damage directly impacts our bottom line by reducing direct and indirect costs, legal expenses, and reputation-related losses.
Business Impact (Cost/ Revenue/ Risk)	Risk	Revenue	Cost
Business Strategies	We comply with GHG regulations, invest in energy efficient technologies, and implement robust reporting. We enhance efficiency by adopting energy-efficient designs, integrating renewable energy, and using smart building technologies. We boost our reputation with transparent sustainability reporting, green certifications, and community outreach. Notably, our Carmichael Road project and Godrej One have achieved Net Zero Energy status.	Our "Everyone is Welcome Here" theme promotes inclusivity, creating a safe and welcoming environment for all. At Godrej Properties, diversity and inclusion are vital for our success, and the Model Site reflects our commitment to these values.	We mitigate OHS risks and ensure a safe, productive, and financially sustainable work environment through proactive measures, compliance efforts, safety investments, and incident response planning. Our GPL Safety Manual clearly outlines roles and responsibilities for all stakeholders, ensuring strict adherence to safety protocols during project execution. We empower workers with the right to refuse unsafe work, prioritising safety to prevent accidents and injuries.

Material Issue	GHG Management	Diversity, Inclusion & Equal Opportunity	Occupational Health and Safety
Target/ Metric	<p>"By FY 2035, we aim to reduce scope 1 and 2 GHG emissions by 72.6% per square meter compared to FY 2021. By FY 2026, we aim to reduce Scope 3 Emissions Intensity by 97% By FY 2050. This will set a new sustainability standard in the real estate sector. "</p>	<p>We aim to have 35% representation across all cohorts of Cis-Women, LGBTQIA+, PwD employees by the end of FY2026. we also aim that Share Of Cis-women in total workforce (As % of Total Workforce) to reach 35% By FY 2025.</p>	<ol style="list-style-type: none"> 1. Digitization of GPL Safety Management System to make paperless system (except legal related documents) 2. Competency Building for Operations teams through training / workshops / engagement sessions. 3. Online tracking of compliance of Horizontal Deployment process for entire life cycle of the project 4. To identify parameters for selection of safety champion (safety professional) & Safety ambassador (Line management) 5. To further strengthen GPL Audit Score Process by modifying Element III Scoring criteria to reflect ground level implementation at GPL Projects 6. To ensure the involvement of key stakeholders in monitoring and implementation of Safety Management System at GPL. 7. To deploy competent contractors/ vendors to ensure compliance of GPL Safety Management system during project execution. 8. To ensure 100% Legal compliance at all GPL Projects
Target Year	2026, 2035	2025, 2026	2025
Progress	<p>We have achieved 33% reduction from the baseline for Scope 1 & 2 emission intensity. We achieved 14% reduction from baseline for Scope 3 emission intensity.</p>	<p>We over achieved our target with 38.6% representation across cis women, LGBTQ and PwD cohorts.</p>	<p>Total recordable work-related injuries are 2 in FY2025.</p>

6.4 Our Material Issues and Metrics for External Stakeholders

Impact	Water Management	Sustainable Supply Chain
Cause of Impact	Operations, Products/ Services, Supply Chain	
Coverage	>50% of business activity	
External Stakeholders	Environment, Society, Consumers/End-Users, External Employees (Suppliers)	Society, External Employees (Suppliers, Contractors, Consumers/End-Users, Environment)
Topic Relevance on External Stakeholders	Our water management efforts conserve resources, reduce pollution, improve public health, and empower communities	Our sustainable supply chain practices support societal well-being, preserve the environment, and strengthen supplier relationships. By mitigating risks, driving innovation, and promoting efficiency, we contribute positively to society while fostering responsible business conduct throughout our supply chain.
Output Metrics	Water positivity.	By FY 2026, we aim to ensure that 88.5% of our suppliers, especially those in purchased goods and services, establish science-based targets as part of our commitment.
Impact Valuation	<p>At GPL, we pioneer innovative water practices worldwide. We believe in a united approach with policymakers, corporations like us, and individuals driving change. We've upgraded water management with advanced facilities and smart meters.</p> <p>Aligned with our commitment, we launched an integrated watershed management program in Maharashtra's Beed district.</p>	We're actively conducting workshops to educate and engage our suppliers in setting science-based targets (SBTi), emphasizing sustainability goals. Moreover, we regularly assess suppliers to ensure they align with our sustainability objectives. Additionally, we've implemented policies for a robust Code of Conduct and ethical procurement practices, enhancing ethical and sustainable sourcing throughout our supply chain.
Impact Metric	We positively impact the environment by conserving water through smart management and sustainable practices. These efforts also reduce our energy consumption and carbon emissions, contributing to environmental sustainability. Additionally, our CSR initiatives in three villages enhance community wellbeing and set a leadership example in environmental stewardship, inspiring broader adoption of sustainable practices in society.	Our initiatives, including workshops and assessments for suppliers to align with sustainability goals, positively impact both suppliers and society. These efforts encourage sustainable practices among suppliers, fostering innovation and efficiency. Implementing robust policies for ethical sourcing enhances ethical practices throughout our supply chain, promoting fair labour and environmental protection while setting a positive example for other industries.

Environmental Dimension

1 Emission Management

1.1 Direct Greenhouse Gas Emissions (Scope 1)

	Unit	FY 25	FY 24	FY 23	FY 22
Total direct GHG emissions (Scope 1) Includes emissions from DG sets and company owned vehicles.	tCO ₂ e	668.3	541.74	529.02	447.97

Emissions estimated using expert judgment. Emissions estimated using DEFRA 2024, IPCC 2021, and IEA conversion factors.

Emission estimated using US Environmentally-Extended Input Output (USEEIO)

1.2 Indirect Greenhouse Gas Emissions (Scope 2)

	Unit	FY 25	FY 24	FY 23	FY 22
Indirect Greenhouse Gas Emissions (Scope 2 - Location-based) (grid electricity emissions)	tCO ₂ e	4,433.36	3,528.69	3,375.60	2,966.00

Emissions estimated using DEFRA 2024 and CEA ver. 20 guide

1.3 Indirect Greenhouse Gas Emissions (Scope 3)

Category	Unit	FY 25	FY 24*	FY 23	FY 22	FY 21
Indirect GHG emissions (Scope 3)	tCO ₂ e	27,37,107.39	32,13,980.62	19,51,267	13,32,075	19,61,251

Scope 3 Category	Units	FY 25	FY 24 (updated)
Category 1 - Purchased goods and services	tCO ₂ e	15,88,952.92	1395339.687
Category 2 - Capital goods	tCO ₂ e	2,321.2	1671.812048
Category 3 - Fuel and energy related activities	tCO ₂ e	386.2	312.5358881
Category 4 - Upstream transportation and distribution	tCO ₂ e	4,653.43	205,470.38
Category 5 - Waste generated in operations	tCO ₂ e	1,815.04	831.9712084
Category 6 - Business travel by air and road	tCO ₂ e	3,178.48	1996.0282
Category 7 - Employee commuting	tCO ₂ e	3,173.27	1721.562966
Category 11 - Use of sold products	tCO ₂ e	11,32,627	16,06,636.64

Methodology

Category 1 - Emissions estimated using expert judgment. Emissions estimated using DEFRA 2024, IPCC 2021, and IEA conversion factors.

Category 2 - Emission estimated using US Environmentally-Extended Input Output (USEEIO)

Category 3 - Emissions estimated using DEFRA 2024 and CEA ver. 20 guide

Category 4 - Emissions estimated using GHG transport tool for WTW emissions. Tank to wheel factors considered from GHG protocol and well to tank from DEFRA 2024.

Category 5 - Emissions estimated using expert judgment. Emissions estimated using DEFRA 2024, Vedanta Limited Environmental Performance Indicators, EU ETS post-2012 methodology for emission allowances, and IEA conversion factors.

Category 6 - Emissions estimated using DEFRA 2024, Vedanta Limited Environmental Performance Indicators, EU ETS post-2012 methodology for emission allowances, and IEA conversion factors. Emissions estimated using India GHG program (considering Premium Sedan <2000cc diesel engine)

Category 7 - Emissions estimated using India GHG program

Category 11 - As per the GHG Protocol, emissions have been calculated on a lifetime basis (60 Years) using the Energy Performance Index (EPI), in line with guidelines from IGBC, GRIHA and BEE. The calculations are based on the latest available Indian grid emission factor, as published by the Central Electricity Authority (CEA), Version 20.

*Data is revised basis updated methodology

1.4 GHG Emission Intensity

		FY 25	FY 24
Total Scope 1 and Scope 2 GHG emission intensity per rupee of turnover	tCO ₂ eq/₹	0.000000104	0.000000134
Total Scope 1 & Scope 2 GHG Emission intensity in terms of physical output	tCO ₂ eq/sq.ft.	0.008	0.0087
Total Scope 3 GHG emission intensity per rupee of turnover	tCO ₂ eq/₹	0.000056	0.000106
Total Scope 3 GHG Emission intensity in terms of physical output produced	tCO ₂ eq/sq.ft.	0.287	0.333

2 Energy

2.1 Total Energy Consumption

	Unit	FY 25	FY 24	FY 23	FY 22
Total non-renewable energy consumption	MWh	8768.83	7132.4	6834.65	5422.68
Total non-renewable energy consumption	GJ	31,567.79	25,676.66	24,604.75	19,521.66
Total renewable energy consumption	GJ	5,650.60	698.58	542.64	0
Total renewable energy consumption	MWh	1,569.61	194.05	150.73	0

2.2 On Site Renewable Energy Generation

	Unit	FY 25
Projects designed to generate energy on-site	%	100
Total renewable energy produced on site as percentage of total energy use for these projects	%	19

2.3 Energy to Operate GPL Owned Offices and GPL Owned Vehicles

	Unit	FY 25	FY 24
Diesel	GJ	9614.44	7,225
Grid Electricity	GJ	21,953.35	18,452
Total	GJ	31,567.79	25,667
Energy Intensity	GJ/sq.ft.	0.05	0.05

2.4 Energy Utilised for Contractor's Office and Construction Activity

	Unit	FY 25	FY24
Diesel	GJ	15,073.42	11,535
Grid Electricity	GJ	37,532.42	26,690
Total	GJ	52,605.66	38,225
Energy intensity in terms of physical output produced	GJ/sq.ft.	0.005	0.004

3 Waste & Pollutants

3.1 Waste Disposal

	Unit	FY 25	FY 24	FY 23	FY 22
Total waste generated	tonnes	18,38,080.33	8,26,536	4,53,934	3,54,042
Total waste recycled/reused	tonnes	18,18,884	8,14,532	4,27,642	3,38,322
Waste disposed to landfill	tonnes	19,200.08	12,004	25,297	17,040
Waste incinerated with energy recovery	tonnes	0	0	0	0
Waste incinerated without energy recovery	tonnes	0	0	0	0
Waste otherwise disposed	tonnes	0.33	1.54	995	57
Waste with unknown disposal method	tonnes	0	0	0	0

4 Water

4.1 Water Withdrawal from all areas

	Unit	FY25	FY24	FY23	FY22
Surface water	kl	0	0	0	0
Ground water	kl	12,730.58	794.65	802.74	71.96
Third-party water (includes municipal, bottled water and tanker water)	kl	3,20,194.42	2,90,783.76	2,17,363.56	3,09,438.22
Total water withdrawn	kl	3,32,925	2,91,574.42	2,18,166.30	3,09,510.18
Total water withdrawn	Mn Cubic Meter	0.33	0.29	0.21	0.30

4.2 Total Water Discharge

	Unit	FY 25	FY 24	FY 23
Total Water Discharge	kl	0	0	0

4.3 Water Consumption

	Unit	FY 25	FY 24	FY 23	FY 22
Total Fresh water consumption	kl	3,32,925	2,91,570	2,18,170	3,09,510
Total Fresh Water consumption	Mn Cubic Meter	0.332	0.291	0.218	0.309
Recycled Water Consumption	kl	76,230	61,010	49,580	0
Recycled Water Consumption	Mn Cubic Meter	0.076	0.061	0.049	0
Total Water Consumption	kl	4,09,225	3,52,580	2,67,750	3,09,510
Recycled Water Consumption	Mn Cubic Meter	0.409	0.352	0.267	0.309
Water intensity per rupee of turnover	litres/₹	0.0000083	0.0000115	0.0000118	-
Water intensity in terms of physical Output produced	litres/sq.ft.	43	36.8	39.91	-

5 Biodiversity

5.1 No. of Trees Planted

	Unit	FY 25	FY 24	FY 23
Total	Number	6,227	11,197	8,755

In Operations

5.2 Biodiversity Exposure & Assessment

Aspects	Unit	FY 25
a) Overall		
Company operational sites	Number of sites	64
	Hectares	220.89
b) Assessment		
Biodiversity impact assessments conducted for :	Number of sites	64
	Hectares	220.89
c) Exposure		
Significant biodiversity impact, or are in proximity to critical biodiversity for:	Number of sites	0
	Hectares	0
d) Management plans		
Sites with biodiversity management plan	Number of sites	0
	Hectares	0

There are no sites with significant biodiversity impacts, hence, there are no management plans for such sites. However, we have biodiversity management plans for all sites.

6 Others

Environmental Product Declarations (EPDs) and Health Product Declarations (HPDs) for these materials are provided below:

1. Cement - <https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data>
2. Glass - <https://api.environdec.com/api/v1/EPDLibrary/Files/ca54d41f-255a-4160-155c-08dbca69748b/Data>
3. Glass - <https://api.environdec.com/api/v1/EPDLibrary/Files/b309127f-a302-42ca-8779-08db9e3bfd8a/Data>

Social Dimension

1. Permanent Employee Snapshot

1.1 Total Employees Headcount

	Unit	FY 25	FY 24	FY 23	FY 22	FY 21
Starting head count	Number	3,015	2,391	1,978	1,911	1,730
Mean	Number	3,607	2,703	2,185	1,945	1,821
Ending Head count	Number	4,199	3,015	2,391	1,978	1,911

1.1.1 Breakdown by Sex

Sex	Unit	FY 25	FY 24
Male	Number %	2,691 64.09	2,123 70.41
Female	Number %	1,499 35.7	875 29.02
Others	Number %	9 0.6	17 0.56
Total	Number %	4,199 100	3,015 100

1.1.2 Breakdown by Zone

	Unit	FY 25	FY 24
Mumbai	Number %	1152 27.44	849 28.16
North	Number %	988 23.53	692 22.95
West-East	Number %	1,109 26.41	792 26.27
South	Number %	672 16.00	451 14.96
HO	Number %	278 6.62	231 7.66
Total	Number %	4,199 100	3,015 100

1.1.3 Breakdown by Location

	Unit	FY 25	FY 24
Head Office	Number %	278 6.62	231 7.7
Regional Office	Number %	1,159 27.6	695 23.1
Site Office	Number %	2,762 65.78	2,089 69.2
Total	Number %	4,199 100	3,015 100

1.1.5 Permanent Employee Workforce by Age and Management Level

	Unit	20-30 Years	30-50 Years	> 50 Years	Total
L1, Non Management	Number %	1,398 33.2	1,761 41.93	16 0.38	3,175 75.61
L2, Junior Management	Number %	99 2.35	736 17.52	15 0.35	850 20.24
L3, Middle Management	Number %	0	128 3.04	19 0.45	147 3.5
L4, Top Management	Number %	0	18 0.43	9 0.21	27 0.64
Total	Number %	1,497 36	2,643 63	59 1.4	4,199

1.1.6 Permanent Employee Workforce by Gender and Management Level

Count of First Name	Unit	Diversity Cohorts				Total
Employee Level		Cis Men	Cis Women	LGBTQ+	PwD	
L1, Non Management	Number %	1792 56.44	1242 39.12	101 3.18	40 1.26	3,175 75.61
L2, Junior Management	Number %	642 75.52	205 24.12	2 0.24	1 0.12	850 20.24
L3, Middle Management	Number %	118 80.27	27 18.37	2 1.36	0 0	147 3.5
L4, Top Management	Number %	25 92.59	2 7.41	0 0	0 0	27 0.64
Total	Number %	2577 61.37	1476 35.15	105 2.50	41 0.98	4,199 100

1.1.7 Permanent Employee Workforce by Nationality

Nationality	Unit	FY 25
Indian	Number %	4,199 100
Others	Number %	0

1.6 Gender Pay Indicators

CTC	Level	FY 25 Ratio of Women : Men	Change in Ratio compared to FY 24	FY25		FY 24	
				Average Salary Women (₹)	Average Salary Men (₹)	Average Salary Women (₹)	Average Salary Men (₹)
Base Salary (Senior Management Level)	L4	1.16	0.36	2,01,02,280	1,73,58,968	1,24,10,000	1,55,11,057
Base Salary + Other Cash Incentives	L4	1.22	0.39	2,82,50,008	2,31,73,870	1,72,50,000	2,08,56,563
Base (Middle & Junior Management Level)	L3 & L2	0.89	0.06	31,58,067	35,51,315	25,90,816	31,14,038
Base + Other Cash Incentives	L3 & L2	0.88	0.05	35,71,565	40,68,782	29,76,316	35,75,924
Base (Non-Management Level)	L1	0.84	-0.01	9,47,671	11,32,488	8,60,092	10,17,321
Base + Other Cash Incentives	L1	0.84	-0.01	10,41,676	12,43,636	9,53,469	11,21,633

1.7 Women representation across levels

	Unit	FY 25	Target FY 25
Share of women in total workforce	%	35.2	35
Share of women in all management positions, including junior, middle and top management	%	23.07	22
Share of women in junior management positions (L2)	%	24.10	23
Share of women in top management positions L3 & L4	%	16.7	12
Share of women in management positions in revenue-generating functions as % of all such managers	%	39.10	32
Share of women in STEM-related positions	%	25.10	22

1.8 Human Capital Return on Investment

	Unit	FY 25	FY 24	FY 23	FY 22
Total Revenue	₹	6,967.95	4,334.22	3,039.00	2,585.69
Total Operational Expenditure	₹	4,878.48	3,165.30	1,786.22	1,581.47
Employee-related expenses	₹	450.87	331.32	218.41	110.25
HC ROI	₹	5.63	4.53	6.74	10.11

2. Hiring

2.1 Total New Hires

	Unit	FY 25	FY 24	FY 23	FY 22
Total New Hires	Number %	2,015 48	1,275 42	965 43	520 26

2.1.1 Breakdown by Management Level

Level	Unit	FY 25	FY 24
L1, Non Management	Number %	1,681 53	1,023 48
L2, Junior Management	Number %	286 34	234 31
L3, Middle Management	Number %	45 31	15 67
L4, Top Management	Number %	3 11	3 13
Total	Number %	2,015 48	1,275 42

2.1.2 Breakdown by Gender

Gender	Unit	FY 25	FY24
Male	Number %	865 32	850 40
Female	Number %	1,152 77	415 47
Others	Number %	5 56	10 59
Total	Number %	2,015 48	1,275 42

2.1.3 Breakdown by Age

Age	Unit	FY 25	FY 24
20-30 years	Number %	1,001 67	559 62
30-50 years	Number %	1,000 38	705 34
> 50 years	Number %	14 24	11 19
Total	Number %	2,015 48	1,275 42

2.1.4 Breakdown by Nationality

Nationality	Unit	FY 25
Indian	%	100
Others	%	0

2.2 Internal Hires

	Units	FY 25	FY 24	FY 23	FY 22
Internal Hires	%	23.1	18.4	10	7.3

2.3 Avg. Hiring Cost/FTE

	Units	FY 25	FY 24	FY 23	FY 22
Avg. Hiring Cost/FTE	₹/Full-Time Equivalent (FTE)	2,54,403	2,77,336	2,63,489	2,22,384

3. Employee Turnover**3.1 Turnover**

	Unit	FY 25	FY 24	FY 23	FY 22
Total Turnover Rate	Number %	829 23	664 25	655 30	528 27

Note: The attrition rate in statutory section is as per the cutoff date on 15th March 2025, where the cut off date here is 31st March 2025

3.1.1 Breakdown by Management Level

Level	Unit	FY 25	FY 24
L1, Non Management	Number %	614 23	473 25
L2, Junior Management	Number %	185 23	166 24
L3, Middle Management	Number %	29 22	22 19.64
L4, Top Management	Number %	1 04	3 13
Total	Number %	829 23	664 25

3.1.2 Breakdown by Gender

Gender	Unit	FY 25	FY 24
Male	Number %	580 24	473 25
Female	Number %	249 21	190 25
Others	Number %	0	1 8
Total	Number %	829 23	664 25

3.1.3 Breakdown by Age

Age	Unit	FY 25	FY 24
20-30 years	Number %	249 21	182 24
30-50 years	Number %	570 24	471 29
> 50 years	Number %	11 19	11 20
Total	Number %	829 23	664 25

3.1.4 Breakdown by Nationality

Nationality	Unit	FY 25
Indian	%	100
Others	%	0

3.1.5 Voluntary Turnover Rate

	Unit	FY 25	FY 24	FY 23	FY 22
Voluntary Turnover Rate	%	23	25	30	27

4. Training and Development**4.1 Total Hours of Training**

	Unit	Female	Male	Others	Total
L1, Non Management	hours	21660.35	17320.85	25.35	39006.55
L2, Junior Management	hours	1762.4	3226.7	0	4989.1
L3, Middle Management	hours	474.4	1187.7	0	1662.1
L4, Top Management	hours	0	92	0	92
Total	hours	23,897.15	21,827.25	25.35	45749.75

4.2 Average hours per FTE of training and development

	Unit	FY 25
Average hours per FTE of training and development	hours	10.3

4.2.1 Breakdown by Gender & Management Level

	Unit	Female	Male	Others	Total
L1, Non Management	Average Hours	17.13	9.11	2.82	12.29
L2, Junior Management	Average Hours	8.56	5.01	0	5.87
L3, Middle Management	Average Hours	17.57	9.9	0	11.31
L4, Top Management	Average Hours	0	3.68	0	3.68
Total	Average Hours	15.94	8.11	2.82	8.11

4.2.2 Breakdown by Age

Age	Unit	FY 25
20-30 years	Average Hours	19.03
30-50 years	Average Hours	6.46
> 50 years	Average Hours	2.93

4.2.3 Breakdown by Nationality

Nationality	Unit	FY 25
Indian	%	100
Others	%	0

4.3 Average amount spent per FTE on training and development (₹)

	Unit	FY 25
Average amount spent per FTE on training and development	₹	7,210

4.4 Breakdown by Type of Training

Sr. No.	Learning program	Description	Coverage	%FTE	NPS
1	AIGNITE - AI Track Program - Total Permanent Employees participated - Employees	AI Academy empowers you to be at the forefront of transformation at GPL by leveraging AI to drive growth, efficiency, and competitive advantage. With expert-led guidance, you'll gain hands-on experience in developing AI solutions, exploring technologies like Generative AI, and applying prompt engineering to real-world challenges.	25	8.99	58
2	GPL Induction Program - Total Permanent Employees participated - Employees	Alchemy Foundation is your gateway to success at GPL, helping you integrate into GPL codes, align with our purpose, and develop the skills to make an impact from day one. Through tailored learning and mentorship, you'll gain confidence and competence for a successful journey. These programs have been able to optimize "time to performance readiness" for our new joiners at GPL across Sales ACERs, CC ACERs and Operations Teams. The programs have successfully been able to drive higher sales of approx. 200+ Cr , improving collection efficiency and quality delivery through new members.	129	46.4	NA
3	RTP - CC Program - Total Permanent Employees participated - Employees		52	18.71	75.2
4	RTP - Sales Program - Total Permanent Employees participated - Employees		65	23.38	62.3
5	Alchemy One Employee Handbook Program - Total Permanent Employees participated - Employees		358	128.8	NA
6	Selector Capability Program - Total Permanent Employees participated - Employees	<p>At Godrej, we believe that building a future-ready organization starts with choosing the right people. The Selector Capability Workshop was created with influential leaders as you in mind—to support and empower you with the tools, perspectives, and confidence to make strong, values-driven hiring decisions. Here's what the workshop set out to achieve:</p> <hr/> <p>Build a deeper connection with Godrej's Recruitment & Selection principles—not just understanding the "how," but the "why" behind our approach.</p> <hr/> <p>Equip you with practical tools to apply the key elements of the selection process effectively</p> <hr/> <p>Enable you to lead talent conversations and contribute to a stronger, more strategic hiring culture across teams.</p> <hr/> <p>With active participation from ZECs and functional leaders, it was a collective effort to raise the bar on how we recognize, assess, and select the people who'll help us build what's next.</p>	34	12.23	83.6
7	Profitability Track Program - Total Permanent Employees participated - Employees	At Profitability Academy, you are empowered to deliver exceptional project outcomes by mastering value creation and strategic delivery. With a mix of e-learning and immersive classroom sessions, you'll build a solid foundation in project finance, sharpen your strategic mindset, and gain the financial acumen needed to drive impactful decisions and deliver profitability in cost, time, and quality. The Profitability Academy has re-shaped the way we look at our P&L and its levers impacting on metrics as net cash flow and PAT.	107	38.49	78.5

Sr. No.	Learning program	Description	Coverage	%FTE	NPS
8	STP Masterclass - Total Permanent Employees participated - Employees	At Sales Academy, you have the opportunity to unlock your full potential and further augment the quantum sales growth journey. Through expert training in the GPL Ways of Selling, luxury sales mastery, and powerful negotiation tactics, you'll gain the skills to lead with confidence and sustain market leadership. Sales Academy has aided to the GPL vision of "Quantum Growth" over the last two years helping our Sales Teams clock 2X sales in 2 years.	245	88.13	53.1
9	Sales Essentials Program - Total Permanent Employees participated - Employees		149	53.6	61.6
10	Catalyze - Total Permanent Employees participated - Employees	Catalyze accelerates your path towards becoming a future leader at GPL. Through targeted development programs, you'll master leading teams with data-driven decisions, enhance your emotional and social awareness, and learn the art of storytelling to influence and create lasting impact.	84	30.22	84.9
11	CC Advance Academy Program - Total Permanent Employees participated - Employees	CC Academy provides you with an opportunity to elevate your customer communication skills and become a key driver of customer success at GPL. The Academy equips you to build meaningful relationships, deliver exceptional experiences, and foster trust—all rooted in empathy. The CC Academy workshops have paved the way forward to improve collection efficiency with best in industry standard NPS from our valued customers.	122	43.88	93
12	ThinkPodx - Changemasters Program - Total Permanent Employees participated - Employees	Design Academy puts you at the center of bold thinking and future-ready design. From leveraging AI to collaborating with global experts, you'll gain deep insights in architecture, sustainability, and infrastructure—while sharpening the commercial edge to bring visionary ideas to life. The Design Academy through its ThinkPod Series has been instrumental in setting the foundation for GPL Design Frameworks through best in class expert sessions.	165	59.35	NA
13	IGBC Sustainability Training Program - Total Permanent Employees participated - Employees		88	31.65	NA
14	Sustainability & ESG Essentials - Total Permanent Employees participated - Employees		965	347.1	NA
15	Sequence Essentials Program - Total Permanent Employees participated - Employees	Operations Academy is designed to empower you to across every stage of the operations value chain. It's where your passion for building dream homes meets the precision of the GPL Code of Construction deepening your knowledge on core capabilities, work sequences and building mastery in industry first technology in construction.	297	106.8	87.8
16	Concrete Formwork Masters Program - Total Permanent Employees participated - Employees		22	7.19	95
17	Waterproofing Masters workshop - Total Permanent Employees participated - Employees	With expert-led programs, hands-on tools, and industry-accredited certifications with CIDC & other expert partners, you'll be equipped to deliver excellence—on time, cost and quality of construction and foster our progress significantly towards achieving "Quantum Execution"	25	8.99	81
18	Zonal Formwork Series - Total Permanent Employees participated - Employees		112	40.29	94.6

Sr. No.	Learning program	Description	Coverage	%FTE	NPS
19	Zonal Concrete Series - Total Permanent Employees participated - Employees		119	42.81	81.8
20	Leading Self Program - Total Permanent Employees participated - Employees	The Leading Self Workshops are specially curated for women talent at GPL, with a focus on strengthening "Leading Self" capabilities within the Godrej Capability Factors (GCF) framework. Through reflective thinking and actionable insights, you will deepen your understanding of yourself and the GCFs, gain clarity on your strengths and potential blind spots, and take meaningful steps toward personal and professional growth. It's a space to reflect, grow, and lead with confidence.	53	19.06	100
21	ZEC Effectiveness Program - Total Permanent Employees participated - Employees	The ZEC Effectiveness Workshop is designed to strengthen collaboration within zonal leadership teams on tenets of Trust & Respect, Challenge & Collaboration, Commitment & Accountability, and Ambition & Achievement. You will gain deep insights into the foundational elements of team dynamics—understanding what makes a team dysfunctional, functional, effective, or truly high-performing. It's a powerful opportunity to reflect, realign, and elevate your impact as a collaborative leader	28	10.07	NA
22	TA Process Optimisation Workshop - Total Permanent Employees participated - Employees	TA Optimization workshop is designed to strengthen collaboration & optimize Talent acquisition process.	21	7.55	NA

5. Employee Wellbeing

KPI	Unit	FY 25	FY 24	FY 23	FY 22	Target FY 25
% of employees with top level of engagement, satisfaction, wellbeing or eNPS	%	81	80	65	82	80

6. Performance

6.1 Employee Coverage for Performance Reviews Across Zones (Headcount)

Zones	Unit	Male	Female	Others	Total
North Zone	Number %	496 (75%)	198 (61%)	4 (80%)	698 (71%)
South Zone	Number %	310 (72%)	164 (68%)	NA	474 (71%)
West-East Zone	Number %	498 (83%)	285 (56%)	0 (0%)	783 (71%)
Mumbai Zone	Number %	603 (73%)	232 (71%)	1 (50%)	836 (73%)
HO	Number %	150 (86%)	76 (75%)	0 (0%)	226 (81%)
Grand Total	Number %	2,057 (76%)	955 (64%)	5 (56%)	3,017 (72%)

6.2 Employee Coverage for Performance Reviews Across Levels (Headcount)

Level	Unit	Male	Female	Others	Total
L1, Non Management	Number %	1,395 (73%)	771 (61%)	5 (56%)	2,171 (68%)
L2, Junior Management	Number %	541 (84%)	161 (78%)	NA	702 (83%)
L3, Middle Management	Number %	100 (83%)	21 (78%)	NA	121 (82%)
L4, Top Management	Number %	21 (84%)	2 (100%)	NA	23 (85%)
Grand Total	Number %	2,057 (76%)	955 (64%)	5 (56%)	3,017 (72%)

6.3 Level wise top performance rating

Level	Unit	Male	Female	Others	Total
L1, Non Management	Number %	1,395 (73%)	771 (61%)	5 (56%)	2,171 (68%)
L2, Junior Management	Number %	541 (84%)	161 (78%)	NA	702 (83%)
L3, Middle Management	Number %	100 (83%)	21 (78%)	NA	121 (82%)
L4, Top Management	Number %	21 (84%)	2 (100%)	NA	23 (85%)
Grand Total	Number %	2,057 (76%)	955 (64%)	5 (56%)	3,017 (72%)

7. Promotions

Level	Unit	Male	Female	Other
L1, Non Management	%	17	18	0
L2, Junior Management	%	20	21	0
L3, Middle Management	%	27	29	0
L4, Top Management	%	11	0	0
Total	%	19	19	0

8. Occupational Health & Safety

8.1 Fatalities

	FY 25	FY 24	FY 23	FY 22	FY 21
Employees	0	0	0	0	0
Contractors	1	1	0	0	0

8.2 Lost-Time Injury Frequency Rate (LTIFR) – Employees

	Unit	FY 25	FY 24	FY 23	FY 22
LTIFR (in per million hrs)	n/200,000 hrs	0	0	0	0
LTI	Number	0	0	0	0
% of contractors receiving HSE training	%	100	100	100	100

8.3 Absentee Rate

	Unit	FY 25	FY 24	FY 23	FY 22	Target FY 25
	%	0.6	0.42	0.20	NA	<2%-3%

8.4 Health & Safety Parameter (For Employees & Contractors)

	Unit	FY 25	FY 24	FY 23
Fatality as a result of work-related injury	Number	1	1	0
Permanent Disability	Number	0	0	0
Rate of fatalities	Ratio	0.01	0.015	0
High-consequence work-related injuries (excluding fatalities)	Number	0	0	0
Rate of high-consequence work-related injuries	Ratio	0	0	0
Recordable work-related injuries	Number	2	1	4
Rate of recordable work-related injuries	Ratio	0.04	0.03	0.059
Main type of work related injury	Number	Trip and Fall		
Recordable work-related ill health	Number	0	0	0
Lost days	Days	6,017	6,004	339
Lost days rate	Ratio	78.72	90.33	4.95
Manhours worked	Hours	7,64,33,962	6,64,63,456	6,85,00,278

	FY 25	FY 24	FY 23	FY 21
LTI	3 (incl.1 fatal incident)	2 (incl.1 fatal incident)	4	3
LTIFR	0.039	0.03	0.06	0.05
% of contractors receiving HSE training	100%	100%	100%	100%

Note : The above data encompasses project sites outside the reporting the boundary. The rates have been calculated based on 1,000,000 hours worked.

9. Customer Relations**9.1 Customer Satisfaction Measurement**

Indicator	Unit	FY 25	FY 24	FY 23	FY 22	FY 21
Net Promoter Score (NPS =)	%	67	68	65	55	42

Data Coverage

- Data reported includes 100% of our operations and projects in the reporting boundary and 100% of our employees in FY 2024-25.
- Intensity calculations are in terms of physical output (constructed area) and Turnover (Revenue from Operations), unless specified otherwise.