

SOCIAL - EMPLOYEES

Empower Our People

Our people are central to our success. We strive to create a workplace that encourages growth, collaboration, and respect. The focus is on building an environment where learning is continuous, conversations are open, and every voice matters. We strengthen employee engagement and connect individual ambition with the organization's long-term vision by embedding inclusivity and purpose into everyday practices.



DIVERSITY, EQUITY & INCLUSION

Diversity, equity, and inclusion are core to building a fair and thriving workplace. Our commitment extends beyond our organization as we work with occupiers and communities to embed these values. Events and initiatives that celebrate diverse identities help foster a culture of belonging and recognition.

We place strong emphasis on gender equity, striving for balanced representation of women across our workforce and recognizing their achievements across our ecosystem.

QUARTERLY CULTURAL CELEBRATIONS: EMBRACING DIVERSITY

Every quarter, we celebrate the rich cultural tapestry of our workforce through immersive experiences featuring regional cuisines, traditional music, and vibrant performances. These events foster inclusiveness, build cross-cultural appreciation, and create lasting memories.



UNIVERSAL ACCESSIBILITY FOR PERSONS WITH DISABILITIES (PWDs)

We are committed to creating inclusive campuses that empower Persons with Disabilities. Our goal is to make all properties fully accessible, ensuring smooth and independent mobility. Inclusive design features such as accessible pathways, designated parking, user-friendly lobbies, elevators, staircases, and restrooms are being integrated across developments. As a founding member of the CII-Indian Business and Disability Network and a signatory to The Valuable 500 pledge, we reinforce our commitment to a more equitable society.

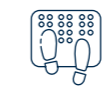
Some of our Universal Accessibility Interventions Include:



Dedicated Parking



Wheelchair Accessible



Tactile Indicators



Automated Entry/Exit



Dedicated Accessible Elevator



Braille-enabled lifts and signages

HUMAN RIGHTS

HIV and PoSH awareness training: Building respectful workplaces

We conducted HIV awareness and PoSH (Prevention of Sexual Harassment) training to promote respect and inclusivity at the workplace. These programs reinforce dignity, equity, and the right to a safe work environment, helping employees feel both valued and protected.

WORKPLACE SAFETY AND WELL-BEING

Ensuring a safe workplace

Regular PoSH training sessions equip employees with the knowledge and confidence to uphold a culture of respect. Through case studies and interactive modules, employees gain practical tools to address and prevent workplace misconduct.

Emergency protocol training for SPOCs

SPOCs (Single Points of Contact) have been specially trained to respond to mental health crises, particularly situations of suicidal ideation. With tailored toolkits, they act as immediate responders, ensuring sensitive issues are managed with care and urgency.

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SPOCs trained on emergency response for mental health crises

Immediate emergency assistance

Our partnership with 24Response extends protection beyond office premises. Employees receive real-time emergency support – whether road incidents, medical needs, or fire hazards – strengthening trust in our commitment to their safety everywhere.



EMPLOYEE SUPPORT & DEVELOPMENT

Personalized employee assistance

Through confidential counseling and guidance, the 1to1 Help program addresses both professional and personal challenges. Employees and managers are oriented through awareness sessions, making support channels more approachable.

Mid-year conversations

Focused check-ins at the mid-year point help managers and employees revisit goals, assess progress, and realign efforts for the remainder of the year. These conversations ensure that performance stays aligned with organizational objectives.

Bridging the gap

Senior leadership hosts regular sessions with employees to enhance transparency and open dialogue. These forums encourage feedback, align individual contributions with strategic priorities, and foster stronger trust across levels.



ENGAGEMENT & TEAM BUILDING

Fostering team spirit

We organize a range of sports – from cricket and football to table tennis – that promote fitness, camaraderie, and healthy competition. These events break silos, energize employees, and strengthen team dynamics.

Strategic alignment & transparency

Our Townhall sessions provide employees with a clear picture of company priorities and performance. By sharing updates on business progress and capital strategy, leadership builds transparency and collective ownership of future goals.

PROCESS EXCELLENCE AND DIGITIZATION

Digitization of ABC, COC and onboarding

Critical processes such as Anti-Bribery & Corruption (ABC), Code of Conduct (COC), and onboarding have been digitized through Workday. This ensures employees can access essential policies, complete compliance requirements, and manage onboarding seamlessly on a single digital platform.

FEEDBACK AND CONTINUOUS IMPROVEMENT

Gallup survey and action planning

The Gallup survey conducted in April saw active participation across the workforce. Results from the survey are being converted into concrete action plans that respond directly to employee feedback. This cycle of listening and acting builds trust and enhances employee experience.

HEALTH & WELLNESS

Holistic healthcare

On World Heart Day, we launched a webinar on heart health, initiating a series of wellness programs that will focus on different dimensions of well-being. These sessions encourage employees to adopt healthier lifestyles and engage proactively with their personal health journeys.

