



Diversity, Equity, and Inclusion Policy



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Document Change Log

Version	Review on	Effective from	Purpose of change
v1.1	15 th January 2025	1 st April 2024	New Policy release

1. INTRODUCTION

BPTP Limited (“BPTP” or “the Company”) is committed to fostering a workplace that celebrates diversity, ensures equity, and promotes an inclusive culture. As a leading real estate development company in India, BPTP recognizes the transformative value of building a diverse and inclusive organization that reflects the communities in which it operates. This Diversity, Equity, and Inclusion (DEI) Policy establishes our commitment to cultivating an environment of respect, opportunity, and belonging for all employees, stakeholders, customers, and communities. We believe that a diverse workforce, supported by inclusive and equitable practices, drives innovation, improves business performance, and strengthens social cohesion.

2. APPLICABILITY OF THIS POLICY

This Policy applies to BPTP Limited (the “Company”, “We” or “Our”) and its subsidiaries. It covers all operational/development projects, employees, workers, contractors, suppliers, facility partners, and local communities engaged in or impacted by our operations.

3. APPROACH

At BPTP Limited, we are committed to fostering a diverse, equitable, and inclusive workplace where every individual feels valued, respected, and empowered to thrive. We believe that embracing different perspectives, backgrounds, and experiences drives growth and strengthens our organization. Through intentional policies, continuous education, and inclusive practices, we strive to create an environment where everyone has equal opportunities to succeed and contribute meaningfully.

To create and sustain a workplace culture that values diversity in all forms, promotes equity in opportunity and treatment, and enables inclusion at every level of our organization, following pillars of DEI are followed:

3.1. Diversity

- Embrace and respect differences in gender, age, race, religion, ethnicity, sexual orientation, physical and cognitive ability, language, socio-economic background, and educational experience.
- Encourage hiring practices that improve the representation of underrepresented groups.

3.2. Equity

- Ensure that policies, procedures, and practices are designed to provide fair and just opportunities for all.
- Implement bias-free systems for recruitment, performance reviews, promotions, and compensation.
- Support career development and leadership opportunities for historically marginalized groups.

3.3. Inclusion

- Foster a culture where all individuals feel welcomed, heard, safe, and empowered to contribute.
- Promote inclusive leadership and team dynamics.
- Recognize and celebrate individual identities and contributions.

3.4. Discrimination and Harassment

- The Company is committed to maintaining a safe, respectful, and inclusive working environment, and strictly prohibits all forms of harassment, sexual or non-sexual, as well as any form of discrimination.
- The Company does not tolerate discriminatory practices in hiring, promotions, compensation, or workplace culture based on race, caste, religion, colour, ancestry, social status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other legally protected category.
- The workplace must remain free from any behaviour or act that constitutes harassment, and any such conduct is deemed unacceptable.
- The Company also respects and supports the human rights of vulnerable, disadvantaged, and indigenous communities in the vicinity of its offices and project sites.
- It addresses issues related to discrimination and harassment through clear policies, procedures, and regular training to prevent such incidents and to promote awareness and accountability.
- In addition, the Company undertakes various social initiatives focused on health and education, infrastructure enhancement, skill development, women's empowerment, and employment generation to contribute to the well-being and development of surrounding communities.

3.5. Remuneration

- The Company takes great care to ensure that job design, role classification, and compensation practices remain fair, transparent, and free from bias. Job requirements, classifications, and compensation structures are reviewed regularly to maintain consistency and equity across the organization.
- All job descriptions clearly outline the responsibilities and criteria relevant to the role and exclude any non-job-related factors.
- The Company strives to design roles that balance individual needs with organizational objectives. Compensation is determined based on merit, performance, and relevant market benchmarks to ensure fairness and competitiveness.

3.6. Key Initiatives and Actions

- Inclusive Hiring: Integrate diverse candidate slates, inclusive job descriptions, and structured interviews to ensure fairness in hiring.
- Leadership Commitment: Drive DEI initiatives from the top, with leadership actively championing inclusive values.

- Safe and Respectful Workplace: Ensure zero tolerance toward discrimination, harassment, bullying, or bias.
- Flexible Work Practices: Encourage flexible work models to support work-life balance and accessibility.
- Training and Sensitization: Conduct regular DEI training, unconscious bias workshops, and sensitization programs.
- Women Empowerment: Increase women's representation in leadership and field roles through targeted development programs and mentorship.
- LGBTQ+ Inclusion: Create safe spaces, inclusive policies, and non-discrimination clauses for LGBTQ+ employees.
- Accessibility: Ensure physical and digital accessibility for persons with disabilities.
- Measurement and Transparency: Establish DEI metrics, track progress, and publish key indicators as part of ESG disclosures.
 - Percentage of women in senior management
 - Percentage of women recruited during the year
 - Percentage of total full time female employees across the Group

3.7. Community Engagement and Supplier Diversity

- Partner with local communities to support education, skilling, and employment of diverse groups.
- Promote supplier diversity by engaging with women-owned, minority-owned, and local businesses.

3.8. Whistleblower Protection Policy

- Employees are encouraged to report unethical practices without fear of retaliation.
- Anonymous complaints may be submitted through the Whistleblower Policy mechanism.
- The whistleblower mechanism, as outlined under the Companies Act 2013 and the applicable rules, is implemented through the Company's Whistle Blower Policy.
- This mechanism ensures adequate safeguards to protect individuals who raise concerns from any form of victimization and provides the option for direct access to the Chairperson of the Audit Committee in appropriate or exceptional circumstances.

4. GOVERNANCE AND REVIEW

- **Policy Owner:** DEI Council
- **Review:** This policy will be reviewed annually and updated in line with changes in law, standards, or business practices.

5. APPROVING AUTHORITY

- **Approved by:** Chief Human Resource Officer

Vishal Singh

- **Effective Date:** 31st January 2025

6. APPENDIX

Definitions

Term	Definition
Accessibility	The design of products, devices, services, or environments for people with disabilities.
BRSR	India's mandatory ESG disclosure framework aligned with SEBI guidelines for sustainability reporting.
Board	The Board of Directors of BPTP Limited.
DEI	Diversity, Equity, and Inclusion
Diversity	The presence of differences in identity, perspective, experience, and background among people.
DEI Council	A cross-functional team responsible for driving and overseeing DEI strategy and performance.
Designated Persons	Employees and insiders identified under SEBI regulations for compliance with insider trading norms.
Equity	Fair treatment, access, and advancement for all individuals, while striving to identify and eliminate barriers.
ESG	Environmental, Social, and Governance, a set of standards measuring a company's impact and ethical behaviour.
Inclusion	The practice of creating environments where everyone feels respected, accepted, and able to participate fully.
LGBTQ+	A community of people who identify as lesbian, gay, bisexual, transgender, queer, and other gender identities.
POSH Act	The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
Unconscious Bias	Social stereotypes about certain groups of people that individuals form outside their conscious awareness.

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