



# Building a Greener Tomorrow

Planet-Positive | People-Centric | Purpose-Driven

---

Sustainability Report  
2024-25

# Contents

## About the Report

Overview of the Report	3
Reporting Period	3
Reporting Framework	3
External Assurance	3
Forward Looking Statement	3
Feedback	3
Reporting Scope and Boundary	4

## Leadership Message

Message from the Chairman and Managing Director	5
Message from the Chief Design and Sustainability Officer	6

## 2025 Key Highlights

## Who We Are

BTP Limited in Brief	8
Vision & Corporate Values	8
Our Journey so far	9
Awards and Accolades	12
Economic Performance	13

## Engaging Our Stakeholders and Materiality Approach

Stakeholder Engagement	14
Materiality Assessment	17
Materiality Matrix	18
Material Issues for Enterprise Value Creation	19

## BTP's Sustainability Approach

Our Sustainability Strategy	20
Our Targets and Commitments Towards a Sustainable Future	21

## Purpose-Driven

Corporate Governance	23
Responsible Supply Chain	31
Data Privacy and Information Security	35
Brand Management	36

## Planet-Positive

Climate Change	39
Sustainable Buildings	49
Water Stewardship	56
Circularity	60
Biodiversity	63

## People-Centric

Health & Safety	68
Employee Wellbeing	73
Diversity, Equity and Inclusion	86
Human Rights	90
Local Communities	91

## Appendix

Independent Assurance Statement	94
GRI Content Index	96
Business Responsibility Sustainability Report (BRSR) Index	99



Scan the QR code to know more about our company

# About the Report



## Sustainability Report FY 2024-25

### Overview of the Report

At BPTP Limited (hereinafter referred to as 'BPTP', or 'company'), sustainability is not just a strategic imperative but a core philosophy that shapes our purpose, operations, and impact. Our report reflects our commitment to the Environmental, Social, and Governance (ESG) principles, which are seamlessly integrated into every aspect of our business.

Guided by our vision to "From foundations to landmarks, our journey is built on ambition, resilience, and an unwavering commitment to progress," we strive to go beyond conventional real estate development by creating spaces that enrich communities while contributing to a sustainable future.

This report enables us to concentrate on our material issues, business model, strategy, and the major risks and opportunities that are crucial to our company. The purpose of this report is to highlight our ESG efforts and accomplishments, overall performance, associated results, and prospects for the year 2024-25.

### Reporting Period

The details disclosed in the report pertain to the period April 1, 2024, to March 31, 2025, unless mentioned otherwise.

### Reporting Scope and Boundary

The reporting boundary of this Sustainability report pertains to BPTP Limited and its subsidiaries:

S.No	Name of the Subsidiaries of BPTP Limited
1	Sanctuary City Clubs Private Limited (Formerly Known as "BPTP Hospitality Private Limited")
2	Gracious Buildcon Private Limited
3	Gallant Infrastructure Private Limited
4	Worthy Maintenance Services Private Limited
5	Rose Infracon Private Limited
6	Outlook Infracon Private Limited
7	Five Star Promoters Private Limited
8	Digital IT Park Infracon Private Limited
9	Business Park Maintenance Services Private Limited
10	BPTP International Trade Centre Limited

The sustainability report provides information on the business operations (operational and under-construction assets). BPTP Limited has a total of 63 assets of three types, Residential: multi family use, Offices, Clubs / Lodging.

#### 1. Residential: Multi family use:

BPTP develops these assets and is involved during the design and construction stage and the asset is sold to customers and operates the same till they hand over to the RWA's.

#### 2. Offices :

BPTP develops these assets and involved in design, construction stage. Owns these properties and operates the same during the operational phase of the project.

#### 3. Clubs / Lodging facilities :

BPTP develops these assets as part of the residential assets, however, BPTP own these clubs and operates the same during the operations phase.

### Reporting Framework

This report has been developed in accordance with the Global Reporting Initiative (GRI) Standards 2021, the United Nations Sustainable Development Goals (UN SDGs), and the regulatory requirements under Business Responsibility and Sustainability Reporting (BRSR).

### External Assurance

TÜV SÜD Limited has carried out a limited assurance of the report's alignment with GRI standards for the period from April 1, 2024, to March 31, 2025, in accordance with, inter alia, the 'International Standard on Assurance Engagements (ISAE) 3000 (Revised)' and ISAE 3410.

### Forward Looking Statement

The statements in this report regarding our objectives, projections, estimates, and expectations may be considered 'forward-looking statements' made in accordance with relevant laws and regulations. While we have made reasonable assumptions to form these expectations, actual outcomes may differ.

### Feedback

For more information on our operational activities, please contact us at:  
**BPTP Limited**, 3rd Floor, Next Door, U-Block, BPTP Parklands, Sector-76, Faridabad, Haryana, 122001  
Contact: +91-11-4957-2787  
Website: [www.bptp.com](http://www.bptp.com)

- Introduction
  - About the Report
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# Reporting Scope and Boundary



The reporting boundary evolves through the project lifecycle, starting with exclusion during the design phase, inclusion of the development project in construction and handover, and finally covering standing investments in the operational phase, where emissions are mapped under Scope 2 and Scope 3 categories based on control areas.

## Reporting Boundary Across the Project Lifecycle of Office Building & Clubs / Lodging Assets

Design Phase (Year 1-2)	Construction phase (Year 3-5)	Operational Phase (Year 6 to Lifetime)
<ul style="list-style-type: none"> <li>▶ Conceptualization, Approvals, Planning &amp; Design, BOQ's</li> <li>▶ Asset Boundary: Not included</li> </ul>	<ul style="list-style-type: none"> <li>▶ Development &amp; Construction</li> <li>▶ Asset Boundary: Development Project</li> </ul>	<ul style="list-style-type: none"> <li>▶ Provide operational services for Building maintenance</li> <li>▶ Asset Boundary: Standing Investment.</li> <li>▶ Tenant controlled area mapped under Category 13 of Scope 3 Emissions.</li> <li>▶ Landlord controlled area mapped under Scope 2 Emissions</li> </ul>

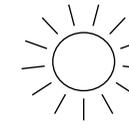
## Reporting Boundary Across the Project Lifecycle of Residential Assets

Design Phase (Year 1-2)	Construction phase (Year 3-5)	Handover Phase (Year 5 to 6)	Operational Phase (Year 6 to Lifetime)
<ul style="list-style-type: none"> <li>▶ Conceptualization, Approvals, Planning &amp; Design, BOQ's</li> <li>▶ Asset Boundary: Not included</li> </ul>	<ul style="list-style-type: none"> <li>▶ Development &amp; Construction</li> <li>▶ Asset Boundary: Development Project</li> </ul>	<ul style="list-style-type: none"> <li>▶ Project handover to residents &amp; RWA's</li> <li>▶ Asset Boundary: Development Project</li> </ul>	<ul style="list-style-type: none"> <li>▶ Provide operational services for Building maintenance</li> <li>▶ Asset Boundary: Category 11 of Scope 3 Emissions</li> </ul>

- Introduction
  - About the Report
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# Message from the Chairman and Managing Director



Sustainability Report  
FY 2024-25

**Kabul Chawla**  
Chairman & Managing Director



“ Together with our stakeholders, we will continue to innovate, collaborate, and lead with purpose, building communities that respect the planet and enrich lives. ”

## Dear Stakeholders,

As we present BPTP’s second Sustainability Report, it gives immense pride to share the story of our journey- a journey defined by ambition, responsibility, and progress. Sustainability is no longer a choice; it is the foundation upon which we build communities that thrive today and endure tomorrow.

The real estate sector stands at the forefront of climate action. We recognise this responsibility and have set a bold target: reduce energy use by 30% by 2030. This vision is already taking shape through advanced systems and environmentally responsible technologies such as energy-efficient lighting, halon-free firefighting systems, and CO<sub>2</sub>-based extinguishers, delivering measurable energy savings and resource efficiency across our portfolio.

Our commitment to excellence is reflected in the fact that nearly all our projects are certified under IGBC, LEED, and WELL standards, ensuring energy and water efficiency, material conservation, and occupant Wellbeing. These certifications represent our belief in creating spaces that are healthier, smarter, and sustainable.

But sustainability is about more than buildings- it is about people. We continue to foster an inclusive and empowering workplace, with a goal to achieve 30% gender representation by 2027 through our Diversity, Equity, and Inclusion programs.

## Building Tomorrow Responsibly



This commitment to equality strengthens our culture and drives innovation.

Our progress is validated by our latest GRESB performance, where BPTP International Limited achieved a 3-star rating, a testament to our dedication to transparency, continuous improvement, and data-driven performance.

Looking ahead, we are aligning with global frameworks such as the UN Global Compact, RE100, The Climate Pledge, and the Science Based Targets initiative (SBTi). These commitments reinforce our pledge to achieve net-zero emissions in harmony with India’s national goal of Net Zero by 2070.

This is a shared journey. Together with our stakeholders, we will continue to innovate, collaborate, and lead with purpose, building communities that respect the planet and enrich lives.

Thank you for your trust and partnership as we move forward on this transformative path.

**Kabul Chawla**  
Chairman & Managing Director

- Introduction
- **Leadership Message**
  - **Message from the Chairman and Managing Director**
  - Message from the Chief Design and Sustainability Officer
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- BPTP’s Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# Message from the Chief Design and Sustainability Officer



Sustainability Report  
FY 2024-25

## Dear Stakeholders,

At BPTP Limited, sustainability is at the heart of our purpose, not a destination, but a continuous journey of transformation and innovation. As we move forward, our commitment to creating resilient communities and regenerative spaces continues to shape every aspect of how we design, build, and operate.



**Sunil Kumar Jha**  
Chief Design and  
Sustainability Officer

The year marks a defining milestone in our ESG journey. We have evolved from establishing strong foundations to driving strategic execution with a clear vision, to position BPTP as a leader in sustainable urban development, fully aligned with India's 2070 net-zero commitment and the United Nations Sustainable Development Goals.

Our ESG framework is anchored on three pillars, Environment, Social, and Governance, each underpinned by measurable goals, robust implementation, and long-term value creation.

On the environmental front, we have taken significant strides toward decarbonisation and resource efficiency. A comprehensive GHG Inventory Management Plan is now in place, supported by Scope 1, 2, and 3 emissions accounting. We are progressing towards our net-zero aspiration by 2070 through the integration of renewable energy solutions and expansion of green-certified developments across our portfolio. A proud highlight of this year is the LEED Operations & Maintenance (O&M) certification for Capital City, a flagship achievement that demonstrates our commitment to high-performance, energy-efficient, and environmentally responsible design. Our target remains to extend such green building certifications to 100 percent of our assets by 2030.

Socially, we continue to build an inclusive and empowering workplace. Our Diversity, Equity and Inclusion (DEI) programs aim to achieve 30 percent gender representation by 2027, while our structured ESG training programs are strengthening employee capabilities across all levels. Through effective grievance redressal mechanisms and a strong focus on human rights, we are nurturing a culture of integrity and respect throughout the organisation.

In governance, we have further strengthened our ESG management systems through the establishment of a formal ESG Governance Charter, adoption of 12 ESG policies, and formation of cross-functional ESG Steering Committees and Champions. These structures ensure that sustainability is deeply embedded in our strategic decision-making and operational excellence.

Our progress is reflected in our latest GRESB performance, with BPTP International Ltd. achieving 84 points and a 3-star rating, a testament to our commitment to continuous improvement, transparency, and data-driven performance.

Our Sustainability Report for FY 2024-25 embodies our ambition and direction. It reflects our actions towards circularity, water stewardship, biodiversity conservation, and community engagement.

From advancing towards zero waste to landfill in construction to conducting biodiversity assessments across our developments, we are embedding sustainability across the entire value chain.

As we look ahead, our focus remains on strengthening systems and scaling impact. We are working towards achieving ISO 14001, 45001, and 27001 certifications, publicly disclosing our ESG policies, expanding ESG training to cover all employees, all while preparing for IPO readiness with sustainability as a key driver of our growth narrative.

This progress is a collective achievement made possible by the vision of our Board, the dedication of our leadership, and the relentless commitment of every member of the BPTP family. Together, we are not just building structures, we are shaping a legacy of responsible growth, environmental leadership, and social progress.

Let us continue to lead with purpose, innovate with integrity, and inspire with impact.

**Sunil Kumar Jha**  
Chief Design and Sustainability Officer

- Introduction
- **Leadership Message**
  - Message from the Chairman and Managing Director
  - **Message from the Chief Design and Sustainability Officer**
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# 2025 KEY HIGHLIGHTS

## Environment

“Planet-Positive”

### Climate Change

**0.0038** tCO<sub>2</sub>e /sqft. Scope 1+2 Emission Intensity  
**0.0212** tCO<sub>2</sub>e /sqft. Scope 3 Emission Intensity

### Sustainable Buildings

**95%** portfolio certified/pre certified under IGBC, LEED O&M, WELL certifications.

### Circularity

**94%** Recycled / Re-used Waste in operations

### Water Stewardship

**90%** reduction in fresh water consumption  
**100%** re-use of treated waste water

### Biodiversity

**21%** Green landscape are (m<sup>2</sup> green space/m<sup>2</sup> site area)

## Social

“People-Centric”

### Employee Wellbeing

**566** Total Employees  
**1.06** hours average training hours per employee (L&D)  
**100%** employees covered under health insurance

## Governance

“Purpose-Driven”

### Corporate Governance

**Zero** cases on ethical violations.

### Diversity, Equity & Inclusion (DEI)

**14.84%** Diversity Ratio  
**11.35%** Gross wages paid to females

### Occupational Health & Safety

**0** Lost Time Injury Frequency Rate (LTIFR)  
**20** no. of near miss incidents  
**24,75,040** safe man-hours

### Local Communities

**4.5%** Of net profit spent on CSR projects.  
**35,336+** trees planted.

### Responsible Supply Chain

**100%** suppliers aligned with BPTP's Supplier Code of Conduct  
**98.8%** Spent Locally (1073 local suppliers of 1085 total)

### Data Privacy & Information Security

**Zero** data breaches.



# Who We Are



## Sustainability Report FY 2024-25

### BPTP Limited in Brief

BPTP Limited (BPTP) is one of India's foremost real estate developers, established in 2005 with a commitment to delivering world-class residential, commercial, and retail projects. With over 15 years of experience, BPTP has played a pivotal role in shaping the urban landscape of the National Capital Region (NCR). The company's focus on quality, innovation, and sustainable development has positioned it as a trusted name in the real estate industry.

### Vision & Corporate Values

#### Vision

From foundations to landmarks, our journey is built on ambition, resilience, and unwavering commitment to progress.



### Corporate Values



#### Agility

We are a dynamic & flexible organisation that is always on the ball and ready for a challenge.



#### Team Spirit

Our company celebrates the spirit of inter-dependence and cohesiveness.



#### Learning

We treat every day as an opportunity to learn; as individuals and as an organisation.



#### Meritocracy

We treat every day as an opportunity to learn; as individuals and as an organisation.



#### Community

We believe in the power of the collective, where individual action makes an impact on the larger community.

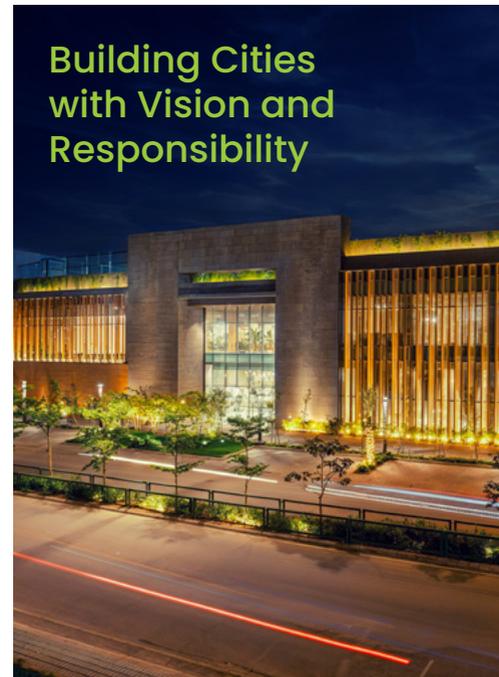
- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





**Our Journey So Far**

Since inception, BPTP has consistently pursued excellence by undertaking projects that combine modern architecture with sustainable practices. Our diverse portfolio encompasses township developments, luxury residences, commercial complexes, and retail spaces, each crafted to enhance the quality of life and promote environmentally responsible living. BPTP's growth is underpinned by a vision to create integrated, self-sustaining communities that cater to the evolving needs of India's urban population.



2005

**Where it all began**

A name, a vision, a bold step into the future. BPTP is born, redefining urban living with a clear purpose



2006-2008

**Making our mark**

Our first group housing project in Gurugram signals our arrival. Backed by marquee investors, we expand our footprint and secure the land to shape what's next



2012-2015

**All in on execution**

BPTP enables institutional investor exists, showcasing NCR's growth and our commitment to partners. We prioritise delivery and investing in Construction to build thriving communities.



2009-2012

**Raising the stakes**

We are expanding beyond residential with Grade-A commercial and retail across NCR. Amstoria is the first township on the Dwarka Expressway. PropEquity ranks BPTP No. 1 in NCR in most sold units



2015-2023

**From projects to milestones**

16000+ units delivered - townships, group housing, plotted developments and premium floors. "The District" emerges as the flagship plotted development brand in Faridabad



2024 & Ongoing



- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# Who We Are



## Sustainability Report FY 2024-25

### Our Presence: Expanding Horizons with Strategic Footprints

BPTP has established a strategic presence across key locations in Noida, Gurugram, and Faridabad, reflecting its dedication to the development of high-quality real estate projects tailored to meet the diverse requirements of its stakeholders. These locations have been carefully selected based on their strategic significance and growth potential. Through innovative and sustainable project execution, BPTP actively contributes to the urban development of these regions.

The company is committed to leveraging its expertise in real estate development to foster positive transformation in these cities. BPTP ensures that all projects adhere to the highest standards of quality, while simultaneously enhancing the Wellbeing of the communities served.

By maintaining a robust presence in these pivotal areas, BPTP continues to play a significant role in shaping the urban landscape of the National Capital Region (NCR). The projects undertaken consistently reflect the company's core values of sustainability, innovation, and excellence.

### Our Residential Portfolio: Thoughtfully Designed Living Spaces (Include all Multi-Family, Family Homes, Plots, Floors)

01_ Freedom Park Life	12_ Parkland Plots	23_ Pedestal	33_ Amstoria Floors
02_ Park Granduera	13_ BPTP District 1 Block C	24_ Discovery Park	34_ 102 Eden Estate-III
03_ Park Serene-Sec 37D	14_ BPTP District 6	25_ Granduera-N Tower	35_ Green Oak-70a
04_ Park Prime	15_ Parkland Villas	26_ BPTP District 1 Block A	36_ Parkland Pride Floor
05_ Park 81 Floor	16_ BPTP Resort	27_ BPTP District 4	37_ Terra
06_ Park Elite-Premium	17_ Park Spacio	28_ Princess Park	38_ Park Santosa
07_ Amstoria Plots & 102 Eden Estate	18_ Park Mansion	29_ Park Floor-Sec 77	39_ BPTP District 1 Block B (10.475)
08_ Astaire Floors	19_ Park 81 Plots	30_ Park Generation	40_ BPTP District 5 Block B
08_ Visionnaire	20_ Park Floor-II-Sec 76	31_ Park Elite Floor	
10_ Pride Plots	21_ 102 Eden Estate-II	32_ Eden Estate (Perpetual)	
11_ Park Arena	22_ Astaire Plots		

### Our Commercial Portfolio: Designed for Growth and Innovation

(Include all Office: Corporate assets)



### Diverse Assets: Beyond Residential and Commercial



- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



## Who We Are



### Sustainability Report FY 2024-25

#### List of Assets in the boundary of this report for FY 2024-25

#	Name of the Asset / Development	Type of Use	Boundary Type
1	BPTP Capital City	Commercial Office use	Standing Investment
2	Pride Club	Lodging: Leisure & recreation	Standing Investment
3	Astaire Club	Lodging: Leisure & recreation	Standing Investment
4	Amastoria Club	Lodging: Leisure & recreation	Standing Investment
5	Club at Sec-81 Parklands	Lodging: Leisure & recreation	Development Asset
6	Club-75	Lodging: Leisure & recreation	Development Asset
7	District Walk-A. 12.869 Acre	Residential Development	Development Asset
8	District walk D	Residential Development	Development Asset
9	Vertigreen Ph 1- Sec 102 GGN	Residential Development	Development Asset
10	Mansion Phase 2-3.45 acre, Sector 66, GGN	Residential Development	Development Asset

#### Area statement of the Assets in the boundary of this report for FY 2024-25

#	Name of the Asset	Built-up Area (Sqm)	Landlord controlled area (sqm)
1	BPTP Capital City	74,520	33,682
2	Pride Club	1,876	1,876
3	Astaire Club	3,094	3,094
4	Amastoria Club	6,972	6,972
<b>Total area</b>		<b>86,462</b>	<b>45,624</b>



- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





### Awards and Accolades

Each recognition reaffirms our commitment to sustainable infrastructure. From IGBC Platinum certifications to accolades in green township design, our projects are a testament to responsible innovation, environmental stewardship, and future-ready infrastructure.

Best Townships of The Year 2024 – <b>BPTP District</b>	Best Sustainable Strategies – <b>BPTP Limited</b>	Developer of The Year Residential – <b>BPTP Limited</b>	Green Township Rating 2024 – 2029, <b>BPTP Green Oaks</b>	Best Green Project of The Year – <b>BPTP Capital City</b>	Excellence in Real Estate Leadership – <b>BPTP Limited</b>	International Trade Centre Limited & outstanding performance and commitment to quality <b>3-Star Rating</b>	Acknowledged for exceptional sustainability, energy efficiency, and operational excellence in a mixed-use development – <b>LEED Platinum Certification</b>	Honoured for creating sustainable, comfortable living spaces – <b>BPTP Capital City, Noida</b>

- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





### Economic Performance

The economic performance of the real estate sector is instrumental in driving national growth, shaping urban landscapes, and influencing social Wellbeing. As a major contributor to employment generation and infrastructure development, this sector significantly impacts both the economy and the environment. Recognizing this interdependence, We adopt a responsible and forward-looking approach to real estate development, ensuring that economic growth goes hand in hand with environmental stewardship and social progress.

At BPTP Limited, economic growth is driven by a vision that extends beyond profitability. Our focus is on responsible real estate development that integrates Environmental, Social, and Governance (ESG) considerations into every stage of its business operations. This includes ensuring efficient resource utilization, promoting energy-efficient designs, and advancing low-carbon construction practices. Through strategic investments in green buildings and smart infrastructure, we strive to enhance both economic resilience and environmental performance across our portfolio.

Strong governance and financial management form the backbone of our economic performance. The organisation continuously strengthens its internal controls, risk management frameworks, and compliance mechanisms to uphold transparency and accountability. This approach ensures stability in a sector that is often influenced by market fluctuations, thereby safeguarding the interests of all stakeholders.

Our economic value creation is closely intertwined with social commitment. Our CSR programs are designed to uplift the socio-economic conditions of neighbouring communities by supporting education, healthcare initiatives. Local employment generation remains a priority, reinforced through our efforts to source materials and services locally, which in turn stimulates regional economies and promotes inclusive growth.

Aligning our efforts with the United Nations Sustainable Development Goals (SDGs), BPTP Limited continues to demonstrate leadership in sustainable urban development. The achievement of the LEED O&M certification for our landmark project, Capital City, stands as a testament to dedication towards green construction and operational excellence.

(Rs. in Million)

Particulars	Consolidated		Standalone	
	2024-25	2023-24	2024-25	2023-24
Revenue from Operations	17,000.93	20,365.94	15,243.34	18,971.50
Other Income	242.80	525.99	288.67	1,751.16
<b>Total Expenses</b>	<b>17,243.73</b>	<b>20,891.93</b>	<b>15,532.01</b>	<b>20,722.66</b>
<b>Total Expenses</b>	<b>16,427.24</b>	<b>20,459.95</b>	<b>13,594.61</b>	<b>18,129.38</b>
<b>Profit/(Loss) before exceptional items and tax</b>	<b>816.49</b>	<b>431.98</b>	<b>1,937.40</b>	<b>2,593.28</b>
Exceptional Items	1,469.82	-	1,469.82	-
<b>Profit/(Loss) before tax</b>	<b>(653.33)</b>	<b>431.98</b>	<b>467.58</b>	<b>2,593.28</b>
Total Tax expenses	14.43	100.40	17.30	100.41
<b>Profit After Tax</b>	<b>(667.76)</b>	<b>331.58</b>	<b>450.28</b>	<b>2,492.87</b>
Share of Profit/(Loss) in associates and joint venture	(0.30)	(0.08)	-	-
<b>Net profit/ (Loss) for the year</b>	<b>(668.06)</b>	<b>331.50</b>	<b>450.28</b>	<b>2,492.87</b>

The company did not make any contributions to or spend on political campaigns, political organisations, lobbyists, lobbying organisations, trade associations, or other tax-exempt groups during the reporting period.

### Board and Employee Remuneration

Employee Level	Average Women's Salary (INR)	Average Man's Salary (INR)
Executive level* (base salary only)	-	2,019,960
Executive level (base salary + other cash incentives)	-	3,534,766
Management level (base salary only)	118,750	387,771
Management level (base salary + other cash incentives)	237,500	833,875

\*The executive level consists of the board of directors only, who are on the organisation's payroll structure.

- Introduction
- Leadership Message
- 2025 Key Highlights
- **Who We Are**
- Engaging Our Stakeholders and Materiality Approach
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# Engaging Our Stakeholders and Materiality Approach



## Stakeholder Engagement

### Our Approach

At BPTP, we believe that continuous engagement, collaboration, and open dialogue are essential to building long-term, trust-based relationships with our stakeholders. This ongoing interaction plays a vital role in shaping effective business strategies and identifying opportunities to create shared value.

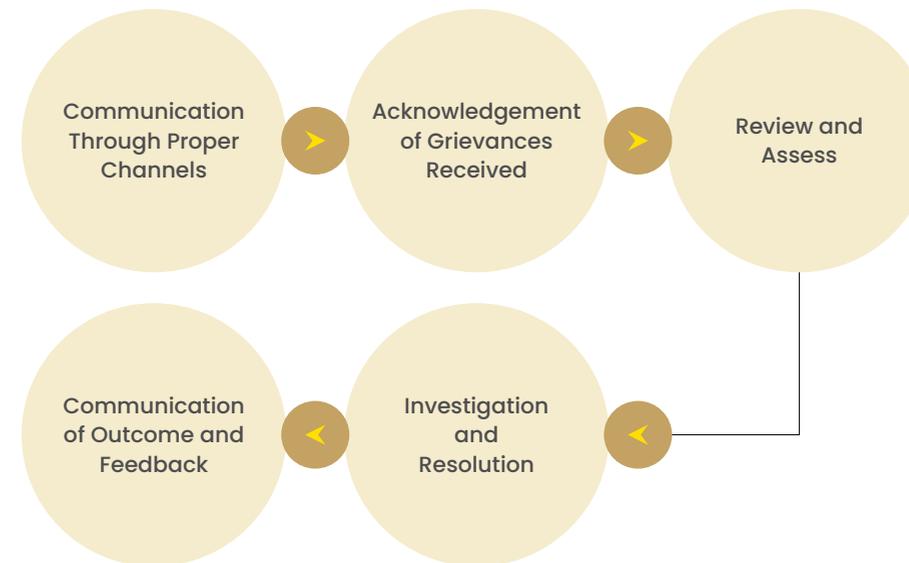
Engaging with both internal and external stakeholders allows us to gain valuable insights and remain responsive to evolving expectations—particularly in the context of ESG-related concerns. It also provides stakeholders with a platform to express their views and voice their concerns, enabling us to take timely, transparent, and appropriate action.

We maintain consistent engagement with our stakeholders throughout the year and remain committed to addressing the issues raised. The table below outlines our stakeholder engagement approach, including the methods of interaction and key ESG topics highlighted by each group.

 <b>Stakeholder Identification</b>	<p>Key stakeholders are identified based on their relationship with BPTP—either through the impact our operations have on them or their ability to influence our activities and outcomes.</p>
 <b>Stakeholder Prioritization</b>	<p>Stakeholders are prioritized using criteria such as their level of dependence on BPTP, the company's responsibility towards them, their influence on our business, and the extent to which our activities affect them.</p>
 <b>Stakeholder Engagement Plan</b>	<p>An engagement plan is developed by assessing stakeholders' characteristics, needs, and expectations. The goal is to ensure meaningful participation by leveraging diverse channels and platforms tailored to each stakeholder group.</p>

### Feedback and Grievance Redressal Mechanism

To ensure that concerns and grievances are addressed promptly and effectively, we have established a structured process for stakeholders to communicate grievances.



We have created a dedicated grievance email address at [grievances@btp.com](mailto:grievances@btp.com) specifically for grievance reporting. Upon receiving grievance from any of our stakeholders, we automatically send an acknowledgement email within 48 hours, including a unique reference number for tracking purposes.

Following the initial review, a thorough investigation is conducted by our grievance committee, ensuring that the resolution process is aligned with the company's policies and regulations. The outcome of the investigation is communicated to the complainant, and we encourage them to provide feedback regarding the resolution process to help us continuously improve our grievance handling mechanism.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - Materiality Assessment
  - Materiality Matrix
  - Material Issues for Enterprise
  - Value Creation
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





## Stakeholder Engagement Matrix



### Employees

Stakeholder Type: Internal

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
Employees support the company's growth, profitability, innovation, customer happiness, productivity, and reputation. They are indispensable to accomplishing our sustainability and corporate goals.	<ul style="list-style-type: none"> <li>— Coffee with MD Townhalls</li> <li>— HR connects</li> <li>— Project reviews Offsites</li> <li>— Rewards &amp; recognition</li> <li>— Employee engagement surveys</li> <li>— BPTP world newsletter</li> </ul>	Continuous/ Biannual / Twice a year/ Yearly	<ul style="list-style-type: none"> <li>— Bringing in and keeping a diverse pool of talent</li> <li>— Creating a Context for Learning,</li> <li>— Supplying a stimulating and rich culture</li> <li>— Presenting chances for professional development</li> </ul>



### Customers

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
Maintaining our leadership position and competitiveness in the market requires a strong base of customer satisfaction, feedback, and loyalty. We will be able to meet and surpass their expectations as long as we have strong relationships with our customers.	<ul style="list-style-type: none"> <li>— Sponsored events</li> <li>— Mailers &amp; newsletters</li> <li>— Brochures</li> <li>— Brand campaigns</li> <li>— Sales pitches</li> <li>— Customer visits</li> <li>— Website</li> <li>— Webinars</li> <li>— Media and social media</li> <li>— Customer satisfaction</li> <li>— Surveys</li> <li>— Community events</li> </ul>	Continuous/ early	<ul style="list-style-type: none"> <li>— Recognizing the needs of the client</li> <li>— Finding ways to make our goods and services better</li> </ul>



### Contractual Support Staff

Stakeholder Type: Internal

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
Contractual support staff are our key partners in accomplishing our corporate objectives.	<ul style="list-style-type: none"> <li>— Periodical review meetings</li> <li>— CSR interventions</li> <li>— EHS training</li> <li>— Skill building trainings</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Fostering responsible citizenship</li> <li>— Social and economic advancement</li> </ul>



### Suppliers

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
To optimize the value chain, maintain cost competitiveness, and be sustainable, suppliers offer operational leverage.	<ul style="list-style-type: none"> <li>— One-on-one meetings</li> <li>— Training and awareness drive on sustainability topics</li> <li>— Townhalls</li> <li>— MD meets</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Maintaining quality and adhering to project timelines.</li> <li>— Extending the scope and impact of sustainability programs by incorporating sustainable practices all the way through the supply chain</li> </ul>

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - Materiality Assessment
  - Materiality Matrix
  - Material Issues for Enterprise
  - Value Creation
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - Materiality Assessment
  - Materiality Matrix
  - Material Issues for Enterprise
  - Value Creation
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



## Investors & Lenders

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
Investors and lenders are crucial collaborators who not only contribute financially to finance expansion but also contribute to establishing and enhancing our reputation.	<ul style="list-style-type: none"> <li>— Investor and analyst conferences</li> <li>— Periodic meetings</li> <li>— Annual report</li> <li>— Press releases or media updates</li> <li>— Earnings calls</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Prioritize achieving excellent financial and operational results.</li> <li>— Emphasize the disclosures and commitments to sustainability</li> </ul>



## Media

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
The media is essential for increasing awareness and reputation, assisting with PR campaigns, offering insightful information about the market, and supporting crisis management.	<ul style="list-style-type: none"> <li>— Press conferences</li> <li>— Press releases</li> <li>— Leadership conversations and interviews</li> <li>— Industry events</li> <li>— Product launches</li> <li>— Familiarization visits</li> <li>— Social media</li> <li>— Participating in industry news with trend stories</li> <li>— Mitigate crisis situations</li> <li>— Performance updates</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Increasing media presence on digital and traditional channels</li> <li>— Increased awareness of the brand</li> <li>— Extending the reach of the media with national news</li> </ul>



## Local Community

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
Local communities play a critical role in preserving a favourable environment, guaranteeing social support and efficient business operations.	<ul style="list-style-type: none"> <li>— Community meetings</li> <li>— CSR initiatives</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Making sustainable livelihoods possible</li> <li>— Making education accessible</li> <li>— Advancing equality and women's empowerment</li> </ul>



## Channel Partners

Stakeholder Type: External

Significance of Relationship	Mode of Engagement	Frequency of Engagement	Responsibility Conclusions
The capacity of channel partners to increase reach and distribution, offer cost-effectiveness, drive sales and revenue, give market insights, and promote relationship building makes them essential stakeholders.	<ul style="list-style-type: none"> <li>— Channel partner meets</li> <li>— Product training</li> <li>— BPTP CP portal</li> <li>— Website</li> <li>— Business reviews</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>— Creating leads and business</li> <li>— Extending the appeal of cutting-edge business concepts and products</li> </ul>





## Materiality Assessment

BPTP is committed to enhancing resource efficiency and minimizing environmental impact as part of its broader sustainability agenda. We recognize that addressing material ESG topics not only helps mitigate operational and reputational risks but also contributes to improved investment performance and long-term value creation.

The identification and prioritization of material topics is a dynamic process, guided by ongoing stakeholder engagement and industry best practices. This continuous assessment enables the company to focus on issues that are most critical to business performance and stakeholder expectations. Our approach incorporates input from both internal and external stakeholders, including feedback on emerging risks, opportunities, and topics of relevance. These insights are further evaluated in consultation with senior management, ensuring alignment with BPTP's strategic objectives and the current business environment. In assessing materiality, BPTP applies the triple bottom line framework, evaluating environmental, social, and economic dimensions of sustainability. We also refer to the Global Reporting Initiative (GRI) Construction and Rating frameworks, such as SASB, and CSA S&P, which provide additional guidance on sector-specific issues.

Through this structured approach, material topics are prioritized based on their potential impact, relevance over time, and significance to stakeholders, enabling informed decision-making and responsible business conduct.

### Materiality Assessment Methodology

BPTP undertook a structured materiality assessment to identify and prioritize key ESG issues that are most relevant to its business and stakeholders. The process involved multiple stages to ensure a balanced consideration of internal and external perspectives, emerging risks, and global sustainability expectations.



#### 01 Identification of Material Issues

A comprehensive review was conducted to determine the material topics that significantly influence BPTP's operations and stakeholder interests. This included:

- Sector-specific, current, and emerging ESG risks
- National regulatory and industry consultations
- Consideration of global sustainability standards GRI, UN SDGs, BRSR, and ESG rating frameworks (DJSI, and GRESB)

#### 03 Stakeholder Consultation

Targeted engagement activities were conducted to gather input from stakeholders:

- **External stakeholders:** Online surveys and interviews were carried out to understand their key concerns and expectations, and to help prioritize relevant ESG topics.
- **Internal stakeholders:** Discussions were held with top management and key internal teams to capture strategic business priorities, emerging risks, and opportunities, and to align their perspectives with the ESG agenda.

#### 04 Data Analysis and Prioritization

The responses from stakeholder consultations were analysed to identify recurring themes, concerns, and expectations. This analysis enabled the prioritization of material issues, reflecting both stakeholder significance and business relevance.

#### 02 Stakeholder Mapping

Key stakeholders- both internal and external, were identified based on their ability to impact or be impacted by the company's operations. This mapping helped focus engagement efforts on the most influential groups.

#### 05 Final Materiality Universe

Based on the insights gathered, a final list of material topics was developed and categorized into high, medium, and low priority levels. This materiality universe forms the foundation for BPTP's ESG strategy, actions, and reporting.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - **Materiality Assessment**
  - Materiality Matrix
  - Material Issues for Enterprise
  - Value Creation
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



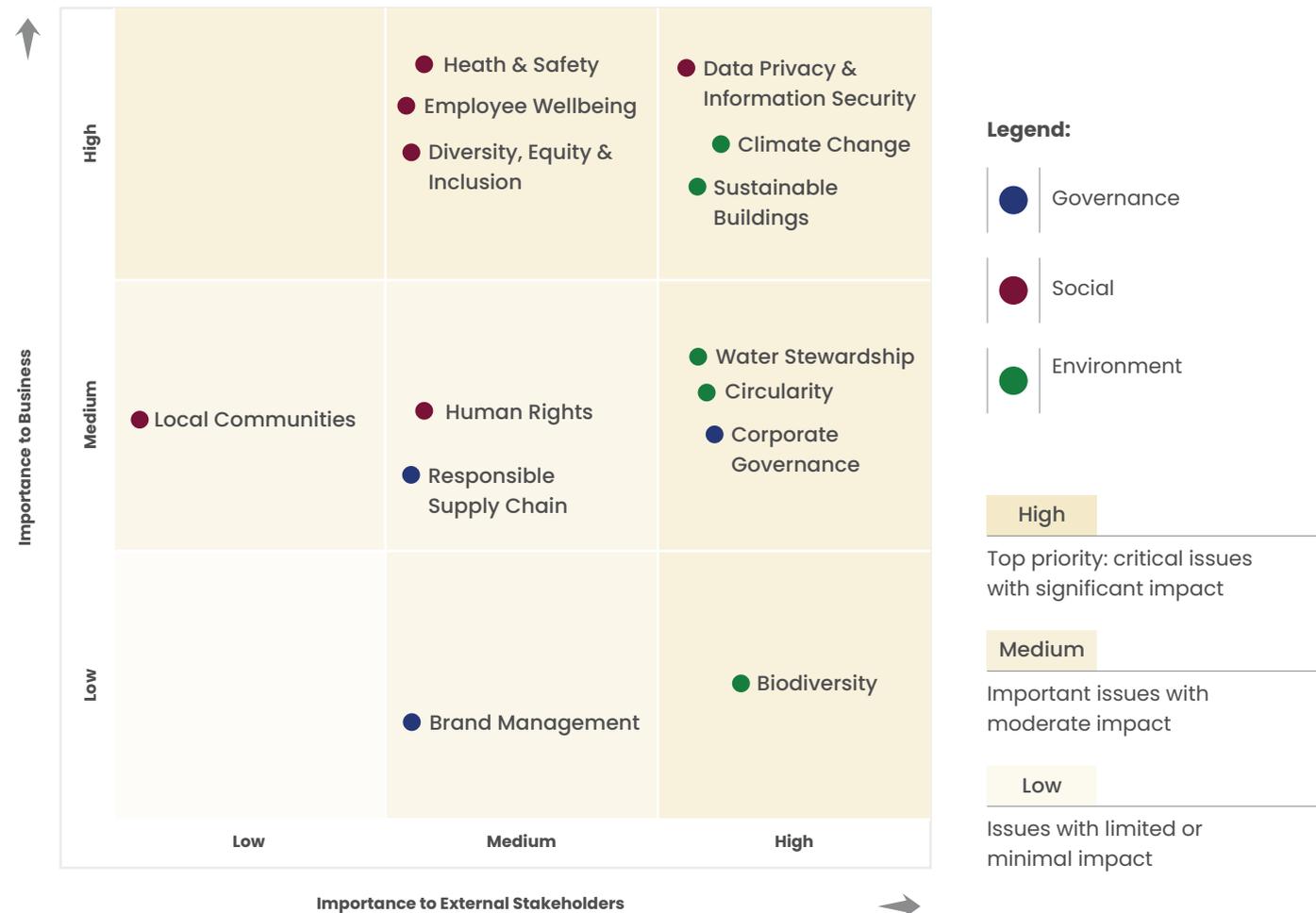
# Materiality Matrix



## Sustainability Report FY 2024-25

### Materiality Matrix

The material issues identified are categorized into three main areas: Environment, Social, and Governance. Each of these issues is critical to the company's sustainable growth and operations



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - Materiality Assessment
  - **Materiality Matrix**
  - Material Issues for Enterprise
  - Value Creation
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





Material Risk or Opportunity

Business Case

Business strategies

### Sustainable Buildings

**Risks:** Rising compliance requirements for green codes (ECBC, IGBC/GRIHA), cost overruns from energy-efficient designs, water stress implications on operations and customer experience, embodied carbon in materials affecting brand and investor scrutiny.

**Opportunities:** Premium pricing and faster sales for certified sustainable projects; lower OPEX via energy/water efficiency; improved tenant satisfaction and retention; access to green finance.

Sustainable design reduces lifecycle costs and enhances marketability; customers/leasing partners increasingly demand certified buildings.

**Type of impact:** Revenue, Risk, Cost, Opportunity.

- ▶ Integrate IGBC/GRIHA-aligned design guidelines for new projects.
- ▶ Energy efficiency: high-performance envelopes, LED/controls, solar PV on rooftops/common areas, smart metering (tenant & common loads).
- ▶ Water stewardship: low-flow fixtures, rainwater harvesting
- ▶ Waste: source segregation, recyclable materials preference.
- ▶ Materials: increase low-carbon cement/steel, EPD-backed products.
- ▶ Green finance: pursue sustainability-linked loans for certified assets.

### Supply Chain Management

**Risks:** Vendor ESG non-compliance (labour, safety, environmental), delays due to supplier capacity constraints, quality issues leading to rework, reputational risks from subcontractor practices.

**Opportunities:** Strategic supplier partnerships for low-carbon materials, improved quality & timelines via pre-qualification, cost savings through standardization and bulk procurement.

A resilient, compliant supply chain ensures on-time delivery and quality; mitigates labour and environmental risks.

**Type of impact:** Risk, Cost, Opportunity.

- ▶ Supplier pre-qualification with ESG criteria (labour compliance, safety credentials, environmental permits).
- ▶ Contract clauses: SCoC sign-off, grievance mechanism access (non-retaliation), and audit rights.
- ▶ Capacity building: toolbox talks for subcontractors; training on waste segregation, water/energy practices.
- ▶ Low-carbon procurement: specifications for E-steel, blended cements, recycled aggregates; local sourcing where feasible.

### Health & Safety

**Risks:** Construction site incidents, regulatory penalties, project delays, insurance costs, reputational damage.

**Opportunities:** Strong H&S culture reduces incidents and downtime; improved contractor productivity; better investor and customer confidence; potential insurance premium benefits.

Robust H&S reduces incidents and delays; safeguards workforce and brand.

**Type of impact:** Risk, Cost, Opportunity.

- ▶ H&S management system: site-level HIRA, emergency preparedness, near-miss reporting.
- ▶ Training & induction: mandatory H&S induction for all workers; periodic toolbox talks; high-risk work certifications (work at height, lifting).

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- **Engaging Our Stakeholders and Materiality Approach**
  - Stakeholder Engagement
  - Materiality Assessment
  - Materiality Matrix
- **Material Issues for Enterprise Value Creation**
- BPTP's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix



# BPTP's Sustainability Approach



Sustainability Report  
FY 2024-25

## Our Sustainability Strategy

Our Sustainability strategy is designed to create a positive and lasting impact in alignment with the United Nations Sustainable Development Goals (UN SDGs). Our approach integrates environmental stewardship, social responsibility, and strong governance practices to ensure sustainable growth and value creation for all stakeholders.

<h3>Environment</h3> <p>Creating green, healthy environment for future generations</p> 	<h3>Social</h3> <p>Building vibrant, inclusive communities that thrive together</p> 	<h3>Governance</h3> <p>Lead with integrity &amp; transparency</p> 
		
<p>Green Building Certifications   Net-zero emissions target aligned with India NDC's   ISO 14001   ISO 50001</p>	<p>Zero LTIFR   30% DEI   ISO 45001   % spent on Employee Wellbeing   % spent on CSR</p>	<p>Corporate Governance   100% employees trained on ESG policies   ISO 27001   NPS Score</p>



Our Strategy reflects our vision of sustainable urban development, where innovation, inclusivity, and integrity shape the future of real estate. Through measurable goals, certified standards, and proactive engagement, we are committed to building not just spaces, but a legacy of sustainability for generations to come.

We envision a future where our developments foster environmental responsibility, social inclusivity, and governance excellence. To achieve this, we are committed to creating green, healthy spaces through green building certifications and adherence to global standards such as ISO 14001 and ISO 50001, while aligning with India's 2070 net-zero pledge. On the social front, we strive to build vibrant communities by ensuring zero lost-time injuries, promoting diversity and inclusion, and investing in employee Wellbeing and CSR initiatives. Governance remains our cornerstone, with robust corporate governance practices, 100% employee training on ESG policies, and compliance with ISO 27001 to ensure transparency and integrity. Through these actions, BPTP Limited aims to lead responsibly, delivering sustainable value for stakeholders and future generations.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- **BPTP's Sustainability Approach**
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





### Our Targets & Commitments Towards a Sustainable Future



#### Environment

# E

- Achieve Net zero by 2070, aligning with India's net-zero commitment.
- Consistent 100% of the portfolio with the highest tier groan certifications
- Divert 100% waste from landfill across the entire portfolio
- Achieve Water positive across all standing Investments,
- Achieve Net Positive Impact (NPI) by 2050



#### Social

# S

- Achieve top-quartile eNPS in the industry by 2035
- Top 10 for the GTWA Certification by 2035 100% of employees covered for human rights training
- Increase gender representation to 40% in the workforce by 2030 beyond.
- 33% representation of women in leadership roles by 2035 and beyond.
- Striving for Zero Lost Time Injury Frequency Rate (LTIFR)
- Obtain ISO 45001 certification for 100% of development and standing sites by 2035
- Maintain the local hiring for new roles as per the government mandate, 70%.



#### Governance

# G

- 100% training completion of COC policy for all employees.
- Maintain zero violations on ethics-related concerns
- 100% of suppliers onboarded to comply with the Supplier Code of Conduct of BPTP Ltd.
- ESG Trainings/workshops for 75% by FY 2030.
- 50% of suppliers (by spend) engaged in sustainability capacity-building programs by FY 2030
- 100% of employees trained on data privacy & Cyber Security
- Obtain ISO 27001 certification
- Maintain zero data breaches year on year basis
- Improve NPS by 10% (Year on year).

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- **BPTP's Sustainability Approach**
- Purpose-Driven
- Planet-Positive
- People-Centric
- Appendix





# Governance



**Corporate  
Governance**

**Zero** cases on ethical violations.



**Data Privacy &  
Information Security**

**Zero** data breaches.



**Responsible  
Supply Chain**

- ▶ **100%** suppliers aligned with BPTP's Supplier Code of Conduct
- ▶ **98.8%** Spent Locally



# Purpose-Driven | Corporate Governance



Sustainability Report  
FY 2024-25

## Corporate Governance

### Material Topic



Corporate Governance

### Target

- ▶ **100%** training completion of COC policy for all employees.
- ▶ Maintain **zero violations** on ethics-related concerns

### UN SDGs supported



### Sustainability standards supported

GRI 2:

**GRI 2-9 a)** describe its governance structure, including committees

**GRI 2-9 b)** list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organisation's impacts on the economy, environment, and people

**GRI 2-18 a)** describe the processes for evaluating the performance of the highest governance body

**GRI 2-23 a)** describe its policy commitments for responsible business conduct

GRI 405:

GRI 405-1 a) Percentage of individuals within the organisation's governance bodies



At BPTP Limited, our commitment to transparency and long-term value creation begins at the highest level of leadership. Our governance framework is designed to clearly define roles and responsibilities, ensuring that every decision is guided by principles of integrity, accountability, and sustainability.

We strive to embed responsible practices across all levels of the company, aligning our operations with our core values and ethical standards. The company follows a unitary (one-tier) board structure that provides strategic oversight to ensure that all initiatives are driven with a focus on fairness, transparency, and stakeholder trust.

Through robust governance mechanisms, we aim to safeguard the interests of all our stakeholders- shareholders, employees, customers, vendors, regulatory bodies, and the broader community- while fostering a culture of ethical excellence and sustainable growth.

Independent Directors are remunerated through sitting fees for their participation in Board and Committee meetings, where they serve as members. Additionally, they receive commissions as recommended by the Nomination, Remuneration, Compensation, and Management Development Committee and approved by the Board. These compensations are in compliance with the limits prescribed under the Companies Act, 2013, along with its associated rules and other applicable regulations.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### BPTP Leadership Team

#### Board of Directors (BoDs)



**Mr. Kabul Chawla**  
MD & Chairman

Mr. Kabul Chawla, the Chairman and Managing Director of BPTP Ltd., is a pioneering entrepreneur and the first in his family to venture into entrepreneurship. Recognized as a visionary within the real estate industry, Mr. Chawla has successfully transformed BPTP Ltd. into a major enterprise in less than a decade. Mr. Chawla's profound expertise in the real estate sector has facilitated the company's expansion from a modest team of twenty employees to a robust workforce of one thousand. His leadership is characterized by hands-on involvement and inspirational guidance. He is widely credited with enhancing Faridabad's stature in the global real estate market and possesses a deep understanding of the Indian real estate landscape.



**Mr. Sudhanshu Tripathi**  
Whole time Director

Mr. Sudhanshu Tripathi has been an integral part of BPTP Ltd. since 2006. He holds a law degree from the University of Delhi and a bachelor's degree from the University of Lucknow. At BPTP, Mr. Tripathi is responsible for identifying new business opportunities, acquiring land for projects, and ensuring the company secures all necessary permits. Before joining BPTP, he gained valuable experience working at Gagrat & Co., a reputable law firm, and advised Vipul Infrastructure Private Limited.



**Ms. Chitra Menon**  
Non-Executive Director

Mrs. Chitra Menon began her career at Omaxe Limited and subsequently worked at KSS Petron Private Limited until 2016. She possesses extensive expertise in accounting and holds degrees in commerce and business administration from the University of Delhi. Additionally, she has completed a diploma in computer programs and applications.



**Dr. Anoop Kumar Mittal**  
Independent Director

Dr. Anoop Kumar Mittal, a senior construction industry veteran with ~40 years of experience in civil engineering, served as CMD of NBCC (India) Ltd. from 2013 to 2019.

He played a key role in national initiatives like Swachh Bharat, Housing for All, and Smart City, and led stalled housing projects in Noida under IBC. Dr. Mittal is an Independent Director on multiple boards, including Embassy Office Parks REIT, JSW Infrastructure, and Berger Paints, and advises GMR Airports and other firms.



**Mr. Anupam Bansal**  
Independent Director

With 22 years of diverse retail experience, Mr Bansal holds a bachelor's in economics from Shriram College of Commerce and a shoe designing diploma from ARS Sutoria Institute in Italy. He played a key role in transforming Liberty into a lifestyle brand.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





All Board Members are appointed in accordance with our Nomination and Remuneration Policy and are limited to a maximum term of 5 years per appointment.

### Board Diversity, Evaluation & Oversight

The Board comprises a balanced mix of executive, non-executive, and independent directors, including one female non-executive director, ensuring gender diversity and varied professional expertise. The Board includes two independent directors, fulfilling the statutory requirement for independence and objectivity in decision-making.

The Board comprises five directors, including two non-executive independent directors, one non-executive director, and one whole time director. Among them, one is a female director, representing **20%** gender diversity within the governance body. In FY 2024 - 25, the Board conducted its annual performance evaluation in compliance with the Companies Act, 2013. The evaluation, led by an independent director, assessed the effectiveness of the Board, its committees, and individual directors across parameters such as governance, strategic oversight, and compliance. The Board met three times during the financial year, with all directors attending as per statutory norms, and maintained robust oversight through its Audit, CSR, Nomination & Remuneration, and Management Committees maintaining attendance of more than 75%. The average tenure of the board is 5 years.

### Our ESG Governance Structure

BPTP Limited has institutionalised a structured ESG governance framework to drive sustainability across its operations. The Board of Directors, led by Chairman & Managing Director Mr. Kabul Chawla, provides strategic oversight of ESG initiatives. A dedicated Sustainability Team, chaired by the Chief Sustainability & Design Officer, Mr. Sunil Jha, is responsible for implementing and monitoring ESG goals. The team works cross-functionally with departments including design, construction, legal, and compliance to ensure integration of environmental, social, and governance principles throughout the project lifecycle. ESG disclosures are aligned with GRI Standards and the BRSR framework, and the company participates in global benchmarks such asGRESB and adopts certifications like IGBC, LEED, and WELL.

The ESG governance framework is organised into three tiers to ensure strategic alignment and effective execution. At the top, the Executive Committee, including the Board of Directors, sets the overall vision for sustainability and Net-Zero goals. The ESG Steering Committee, comprising senior leaders such as CDSO, CHRO, CTO, CFO, CDO, CCEO, CPO, and functional heads, translates this vision into actionable targets, oversees implementation strategies, and secures necessary resources. At the operational level, ESG Champions, led by departmental heads, focus on execution through capacity building, data collection, and reporting progress against defined KPIs.

### Roles and Responsibilities

The Executive Committee provides strategic direction and approves key initiatives to achieve ESG objectives. The ESG Steering Committee defines functional goals, monitors progress and ensures accountability across business units. ESG Champions implement initiatives on the ground, compile data, and support reporting to demonstrate both qualitative and quantitative performance. Together, these roles foster a structured and collaborative approach to driving ESG commitments throughout the organisation.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### ESG Governance Charter:

ESG Governance charter will enable BPTP Limited to systematically transition from laggard stage to aspiring stage in their sustainability journey. In addition this will enable ESG implementation phase at BPTP Limited across cross-functional teams.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix

### Below is the proposed high-level roles & responsibilities including the meeting cadence between the teams. Structure

<p><b>Executive Committee</b></p>	<p>CMD, CEO, BOARD MEMBERS</p>	<ul style="list-style-type: none"> <li>▶ Approve and endorse the company's ESG vision, strategy, and long-term goals.</li> <li>▶ Review ESG performance reports and ensure compliance with regulatory requirements.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Approve budgets and resources for ESG initiatives.</li> <li>▶ Meets bi-annually or quarterly to review performance.</li> </ul>
<p><b>ESG Steering Committee</b></p>	<p>CDSO   CHRO   CTO   CFO   CDO   CCEO   CPO   CCEO   PRESIDENT – LEGAL   Head of HSE   HEAD OF SALES   HEAD OF LEASING   HEAD OF BPMS   HEAD OF LAND ACQUISITION   HEAD OF BUSINESS DEVELOPMENT</p>	<ul style="list-style-type: none"> <li>▶ Provides oversight of the Company's ESG strategy and goals.</li> <li>▶ Meets Monthly initially for 6 months and quarterly later to collaborate &amp; review the progress.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Directs communications with the Corporate Governance Committee</li> <li>▶ Oversees activities of the ESG Champions Group</li> </ul>
<p><b>ESG Champions</b></p>	<p>TEAM LEAD / DEPARTMENTAL HEAD OF ABOVE FUNCTIONS</p>	<ul style="list-style-type: none"> <li>▶ Interdisciplinary group responsible for managing the Company's ESG strategy and progress on material topics</li> <li>▶ Directs communications with the ESG Steering Committee</li> </ul>	<ul style="list-style-type: none"> <li>▶ Consolidate data and information from functional material topic owners for communications, including reporting and ESG ratings &amp; surveys.</li> <li>▶ Meets weekly / monthly as required.</li> </ul>





### Our committee

The Board has established several committees with clearly defined roles and responsibilities to ensure effective focus on various issues and expedite resolution on diverse matters. These committees convene at regular intervals to deliberate on technical or specialist matters, providing counsel and advice to the statutory Board.

Comprising members of the Board with specific skills and expertise relevant to the committee's focus areas, we have the following committees in action:

### Nomination And Remuneration Committee

- Ms. Chitra Menon, Chairman
- Mr. Anupam Bansal, Member
- Dr. Anoop Kumar Mittal, Member

### Corporate Social Responsibility Committee

- Mr. Sudhanshu Tripathi, Chairman
- Mr. Anupam Bansal- Member
- Dr. Anoop Kumar Mittal- Member

### Audit Committee

- Mr. Sudhanshu Tripathi, Chairman
- Mr. Anupam Bansal, Member
- Dr. Anoop Kumar Mittal, Member

### Internal Complaint Committees (“ICC”) Under The Posh Act

- Ms. Chitra Menon, Presiding Officer
- Ms. Jyoti Sangwan – Internal Member
- Mr. Manik Malik – Internal Member
- Mr. Ramanand Yadav – External Member

### Management Committee

- Mr. Kabul Chawla, Chairman & MD
- Mr. Sudhanshu Tripathi, Whole Time Director

### Building a Culture of Integrity and Accountability

Upholding integrity and ethical conduct are fundamental to mitigating future risks and ensuring the seamless functioning of our operations. To proactively address potential conflicts of interest, all directors are required to submit an annual declaration disclosing any affiliations with external entities. We firmly believe that responsible business practices are vital to building a resilient and sustainable company. Our commitment to ethical conduct is embedded across our governance framework and reflected in key documents such as our employee handbook, code of conduct, and compliance training programs. We have established a comprehensive suite of policies grounded in the core principles of accountability, transparency, and ethical responsibility. These policies provide clear guidance for decision-making and

conduct across all levels of the company. Our employees and directors are expected to act with integrity, making decisions that support positive social, economic, and environmental outcomes. Oversight of these ethics policies rests with the Board of Directors and Senior Management, who review them regularly to ensure continued alignment with evolving industry standards and stakeholder expectations.

Reporting areas	Number of breaches in FY 2025
Corruption or Bribery	NIL
Discrimination or Harassment	
Customer Privacy Data	
Conflict of Interest	
Money Laundering or Insider Trading	

### Our Policy Commitments

BPTP upholds strong corporate governance through well-defined policies and dedicated committees. Key committees, including the NR&C, Audit, EHS, and Risk Management Committee, oversee compliance, risk management, and ESG initiatives. These structures ensure transparency, accountability, and alignment with regulatory standards, driving the company's commitment to sustainable growth.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- **Purpose-Driven**
  - **Corporate Governance**
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix

## BPTP’s Policies



### Environmental Policy



#### Environmental Stewardship Policy

Commitment to sustainable development through energy efficiency, GHG management, green procurement, and net-zero strategy. Emphasizes green building standards, biodiversity preservation, and waste/water management practices like recycling and rainwater harvesting

[Refer this Policy](#)

#### Water Management Policy

Focused on reducing freshwater consumption, promoting reuse, and implementing efficient water technologies. Aligns with SDG 6 and applies across all projects and stakeholders for long-term water security.

[Refer this Policy](#)



### Social Policy



#### Diversity, Equity, & Inclusion Policy

Ensures equal opportunities and fosters an inclusive workplace culture regardless of gender, age, ethnicity, or background.

[Refer this Policy](#)

#### Health & Safety Policy

Prioritizes employee and contractor safety through preventive measures, training, and emergency preparedness.

[Refer this Policy](#)

#### POSH Policy

Maintains zero tolerance for sexual harassment with clear complaint redressal mechanisms.

[Refer this Policy](#)

#### CSR Policy

Guides community development initiatives in education, healthcare, environment, and livelihoods, aligning with national goals.

[Refer this Policy](#)

#### Human Rights Policy

Our Human Rights Policy ensures respect for fundamental rights across all operations, promoting fair treatment, non-discrimination, and safe working conditions for all stakeholders.

[Refer this Policy](#)



### Governance Policy



#### Employee Code of Conduct

Our Employee Code of Conduct is a cornerstone of corporate governance, ensuring adherence to the highest standards of ethics and integrity. It encompasses principles of anti-bribery and corruption, respect for human rights, and a commitment to non-discrimination, guiding responsible behaviour across all levels of the organisation.

[Refer this Policy](#)

#### Cybersecurity & Data Privacy Policy

Protects data integrity and confidentiality through strong security measures and compliance with legal standards.

[Refer this Policy](#)

#### Supplier Code of Conduct

The Supplier Code of Conduct outlines expectations related to labour practices, anti-bribery, environmental compliance, and human rights, fostering responsible sourcing and long-term partnerships.

[Refer this Policy](#)

#### Stakeholder Relations Policy

Defines transparent engagement mechanisms with investors, customers, communities, and regulators.

[Refer this Policy](#)

\*For more information, refer to our website: <https://www.bptp.com/esg>

We strive to encourage our employees to report any unfair, unethical, or unacceptable practices, including incidents of fraud or misconduct, without the fear of retaliation. Our Whistle Blower policy empowers and supports employees to report such incidents in good faith. For the reporting year, we received zero complaints related to bribery, corruption, anti-competitive practices, and sexual harassment. Additionally, there were no investor complaints, and no political contributions were made to political parties in FY 2024–25. During the reporting year, BPTP has not been involved in any ESG-related breaches that resulted in fines or penalties.





## Risk Management

Our comprehensive risk management policy, which we have put into place, is the cornerstone of our stable, sustainable growth. The policy encourages a proactive approach to identifying, evaluating, and mitigating any risks that could have an influence on our company. Our methodical and structured approach to risk management offers a precise framework for assessing and reducing possible risks.

In our risk management process, risk monitoring, risk mitigation, and risk reporting are crucial components. We evaluate risks by considering several variables, including the impact, likelihood, and efficacy of current controls.

We have established a Risk Management Committee with members of the Board and senior executives to guarantee the effectiveness of our risk management procedures. Our Risk management committee has developed a robust framework designed to anticipate, respond to, and recover from risk and challenges while capitalizing on potential benefits. BPTP conducts comprehensive climate risk assessments to identify vulnerabilities in its operations, supply chains, and infrastructure. We review the risks and its magnitude annually.

### Our Risk Management approach:



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





The major business risks identified along with the mitigation strategies from the assessment performed are detailed below:

Types of Risk (Description)	Magnitude	Mitigation Strategies
<b>Economic Uncertainties</b>		
As members of the real estate and housing industries, respectively, we are intimately associated with the nation's overall domestic economy. Geopolitical tensions-related global macro factors that deteriorate and cause a sharp fall in economic growth would be detrimental to consumer confidence and job sentiment. Consequently, this would negatively affect the sales of homes.	Medium to High	Since India's economy is primarily domestic, it is less affected by the slowing global economy. The fact that India is currently driving global growth serves as evidence of this. Furthermore, the housing industry in India is driven by strong structural factors. The industry has the potential to grow over the next upcoming years due to increased urbanization, the trend toward nuclear families, improving demography, and rising incomes. Furthermore, the allure of affordable prices implies that the effects of any economic downturn will be mitigated considerably faster.
<b>Talent</b>		
Success in a business that sells to consumers directly depends on the calibre of the talent. We are one of the few real estate firms with an engineering concentration that handles both general contracting and project management inhouse. Engineering and related fields like construction management, design, procurement, quality assurance, and so forth employ close to 50% of our workforce. Therefore, our capacity to staff projects or optimize cost structures may be impacted by our inability to draw in and keep the right talent or by attrition that rises above acceptable levels.	High	Our policies for comprehensive employee retention and recognition, attention to career and leadership development, and employee engagement and care are all part of our commitment. Our employees receive modules for capability development from us, which include internal and external learning sessions, mentoring, and on-the-job training. These actions assist us in attracting and keeping the best talent from a wide range of industries, including the consumer, engineering, and financial services sectors, in addition to the real estate sector.

Types of Risk (Description)	Magnitude	Mitigation Strategies
<b>Regulatory and Political Uncertainties</b>		
A number of local, state, and federal regulatory agencies must grant their approval before real estate projects can move forward. Our financial performance could be impacted if we are unable to predict modifications to the regulatory environment.	High	We keep a close eye on the regulatory environment and will not tolerate any noncompliance. On industry issues that affect the economy and industry, we actively collaborate with government agencies, trade associations, and industry bodies.
<b>Climate change</b>		
Significant financial losses and the inability to carry out and accomplish business objectives could arise from a failure to prepare for the physical and transitional effects that involve extreme weather events, sea-level rise, and other climate hazards.	High	<p>To determine how businesses will be impacted by climate change, we aim to perform scenario analysis.</p> <p>We enhance the resilience of physical infrastructure through upgrades and retrofits, incorporating green building practices, and improving water management systems.</p> <p>We raise awareness of climate change by implementing improved engagement and communication techniques. Recognizing that climate resilience can drive innovation, the company invests in research and development of new technologies and practices. This includes exploring renewable energy sources, improving energy efficiency, and developing sustainable products and services.</p>
<b>Information Security and Cyber Risk</b>		
Inadequate information security controls that compromise the confidentiality, integrity, and accessibility of vital data could lead to monetary losses and harm to one's reputation.	High	<p>Reinforce IT infrastructure to withstand growing digital platform usage and to defend against cybersecurity and information threats.</p> <p>Constantly keep an eye on network activity and teach and prepare staff on cybersecurity.</p>

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### Responsible Supply Chain

#### Material Topic



#### Target

- ▶ **100%** of suppliers onboarded to comply with the Supplier Code of Conduct of BPTP Ltd.
- ▶ **75%** suppliers to be covered via ESG training/ workshops by FY 2030.
- ▶ **50%** of suppliers (by spend) engaged in sustainability capacity-building programs by FY 2030

#### UN SDGs supported



#### Sustainability standards supported

GRI 3, 414, 204, 308, 204, 205

#### Policy Linked

Supplier code of conduct

[Refer this Policy](#)



At BPTP Limited, we recognize that our responsibility toward sustainability extends beyond our own operations to the broader value chain. Our approach to supply chain management is rooted in ethical sourcing, environmental stewardship, and social responsibility. We have instituted a standalone Supplier Code of Conduct that outlines our expectations across key ESG parameters, including compliance with labour laws, environmental regulations, human rights standards, and anti-corruption principles.

All suppliers and service providers are required to adhere to this code as a condition of doing business with us. To ensure accountability, we have established a structured grievance mechanism and whistleblower protection framework specifically for our supply chain partners. This enables suppliers and their employees to confidentially report unethical or non-compliant practices related to their engagement with BPTP, without fear of retaliation.

We engage in continuous dialogue and monitoring to encourage responsible practices among our vendors and contractors, and we promote capacity building to support their alignment with our sustainability objectives.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - **Responsible Supply Chain**
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### Supplier Code Of Conduct

Our Supplier Code of Conduct outlines clear expectations for sustainable procurement practices, setting consistent standards for all our suppliers. These include:

- Suppliers are expected to comply with all applicable national and local environmental laws, regulations, and permits relevant to their business operations. They are also encouraged to work toward implementing an Environmental Management System aligned with internationally recognized frameworks such as ISO 14001.
- Suppliers should establish and adopt procedures aimed at continuous environmental improvement. This includes minimizing emissions from their operations, increasing the use of renewable energy, reducing and responsibly treating waste, lowering water consumption, and implementing effective water conservation measures.
- Additionally, suppliers are encouraged to develop their own sustainable procurement policies and ensure that the sourcing of raw materials is carried out in a responsible and environmentally conscious manner.

servicing as an essential guide for all staff involved. Our supply chain relies on suppliers from different sectors that are essential for BPTP Capital City's operations. They provide materials, services, and strategic partnerships crucial for our real estate projects. These suppliers play a key role in helping us deliver top-notch developments while maintaining high standards of sustainability and ethics. We build strong relationships with them and use effective logistics strategies to ensure projects run smoothly. Our suppliers share our ideas for the environment, ensuring safety, and contributing positively to the community. This dedication supports our goal of achieving excellence and sustainable growth in all our projects.

All suppliers are expected to adhere to internationally recognized standards, including compliance with ISO 14001, to ensure the establishment and maintenance of an effective Environmental Management System. Environmental compliance forms a critical component of our sustainable procurement expectations. Suppliers are required to undertake systematic efforts toward environmental improvement, including the reduction of greenhouse gas emissions and other pollutants, the development of integrated waste management systems based on the principles of reduction, reuse, and recycling, the appropriate treatment and disposal of waste to mitigate environmental impact, and the implementation of measures aimed at reducing water consumption and enhancing water-use efficiency.

Furthermore, suppliers must uphold stringent standards of occupational health and safety by ensuring a safe working environment in accordance with applicable legal and regulatory requirements. This includes conducting regular risk assessments and providing adequate safety training, equipment, and protective measures for their workforce.

The protection and promotion of human rights remain a fundamental expectation. Suppliers are required to maintain fair labour practices, strictly prohibit the use of child or forced labour, and foster a work environment that is inclusive, respectful, and free from any form of discrimination or harassment.



At BPTP, we prioritize efficient and responsible supply chain management through our comprehensive Supplier Code of Conduct. This policy outlines clear and structured processes for procurement,

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - **Responsible Supply Chain**
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





## Supplier Screening And Engagement Process

BPTP Limited’s supplier engagement process is designed to ensure that all partners in our value chain uphold the highest standards of ethical conduct, environmental responsibility, and operational excellence. The process is structured into two key phases:

# 01 02

### Supplier Screening and Due Diligence

Our supplier engagement begins with a comprehensive due diligence process. All prospective suppliers are evaluated on multiple parameters, including

- Quality of goods and services
- Cost competitiveness
- Adherence to BPTP’s Supplier Code of Conduct, which outlines ESG expectations

Only suppliers that demonstrate a strong commitment to responsible business practices and sustainability are onboarded.

### Performance Monitoring and Continuous Improvement

Post-engagement, we conduct regular audits and performance reviews to monitor supplier compliance with our operational and ESG standards. This continuous feedback loop enables us to:

- Identify areas for improvement
- Strengthen operational alignment
- Encourage ongoing sustainability enhancements across our supply chain

This proactive monitoring framework ensures that our supply chain partners evolve in tandem with our own sustainability ambitions.

## Key Screening Criteria

To maintain consistency and transparency in our selection process, we assess suppliers against the following critical dimensions:

<b>Environmental Impact:</b>	<b>Social Responsibility:</b>	<b>Operational Efficiency:</b>	<b>Risk Management:</b>
Evaluation of suppliers’ environmental policies, management systems (e.g., ISO14001), emissions control, waste management, and water conservation efforts.	Review of labour standards, human rights practices, workplace safety, and community engagement initiatives.	Assessment of production, delivery systems, scalability, and overall process effectiveness.	Analysis of suppliers’ preparedness, business continuity planning, and ability to mitigate potential disruptions.

Parameter	Units	FY 2024-25
Total Number of Suppliers	Numbers	1,085
Total Number of Local Suppliers	Numbers	1,073
Percentage of total spend of the local suppliers	%	98.8%

We employ a risk management framework to identify and mitigate potential disruptions. This includes evaluating suppliers’ ESG performance, conducting periodic assessments, and implementing contingency plans to ensure supply chain resilience. Critical suppliers are strategically identified based on their contribution to operational efficiency and market competitiveness. These partnerships are pivotal in achieving our business goals while maintaining high standards of quality, reliability, and sustainability.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - **Responsible Supply Chain**
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### Material Tracking and Sourcing

At BPTP, we prioritize sustainable material management as a core component of our commitment to environmental stewardship. Our approach to material management involves the strategic selection and utilization of construction materials that minimize environmental impact while maintaining high standards of quality and performance.



We use concrete as per the design requirements, incorporating 25-40% fly ash content as a replacement for cement. This substitution not only reduces the demand for cement, a significant source of CO2 emissions, but also utilizes a by-product that would otherwise contribute to waste. Additionally, we incorporate admixtures that reduce water consumption, further enhancing the sustainability of our concrete usage. For our structural work, we exclusively use 100% Autoclaved Aerated Concrete (AAC) blocks in the wall and RRC in the roof, thereby achieved 5% reduction by weight of steel and cement. AAC blocks are a sustainable alternative to traditional bricks, offering superior thermal insulation, reduced weight, and enhanced durability. Their use significantly reduces the overall environmental footprint of our construction projects.

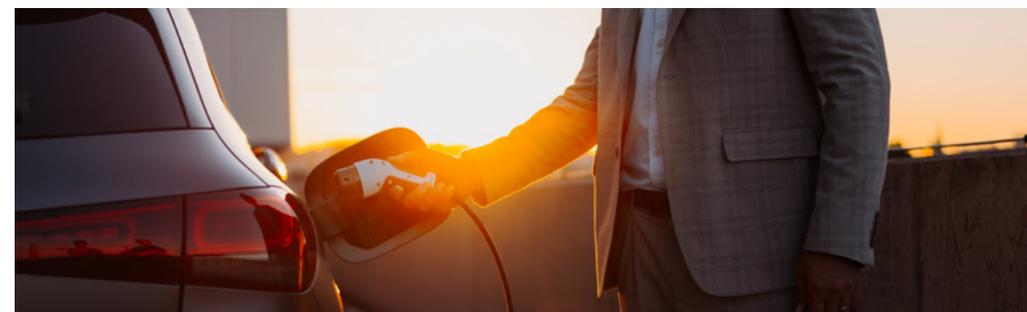
The total material cost was INR 75 Cr. For the complete construction, we ensure that at least 30% of the total material used by cost contains recycled content. This practice not only supports waste reduction but also promotes the use of materials that have a lower environmental impact.

By integrating these sustainable practices into our material management strategy, BPTP demonstrates a strong commitment to reducing environmental impact, promoting resource efficiency, and supporting local communities.

### Sustainable Transportation

Transportation is a major factor contributing to climate change, accounting for a significant portion of global greenhouse gas emissions and air pollution due to the combustion of fossil fuels in vehicles. This includes personal cars, public transit buses, freight trucks, and aviation. Recognizing these challenges, BPTP has implemented several sustainable transportation initiatives to mitigate the environmental impact of our operations:

BPTP Capital City is strategically located in a prime area with excellent metro connectivity and essential amenities in proximity. The nearest metro station is Okhla Bird Sanctuary which is at distance of 300m. This prime location reduces the need for long commutes, thereby minimizing the carbon footprint associated with daily transportation. To promote the use of electric vehicles (EVs), we entered into an agreement with Tata Power Renewable Energy Limited on September 29, 2022, to install 56 electric charging points in the



basement parking area, which has a total of 1,123 parking spaces. This installation caters to 5% of the total parking capacity of Capital City. Stakeholders who use EVs or participate in carpooling enjoy free parking, further incentivising sustainable transportation choices. This initiative not only supports the adoption of cleaner transportation options but also helps reduce greenhouse gas emissions. Understanding the importance of first and last-mile connectivity, BPTP provides an e-rickshaw facility for employees, customers, tenants, and visitors. This service is offered free of charge and facilitates easy and eco-friendly commutes from the metro station to BPTP Capital City. By offering this service, we aim to reduce reliance on conventional, fossil fuel-powered vehicles, thereby decreasing overall emissions and contributing to a cleaner environment.

Through these transportation initiatives, BPTP demonstrates its commitment to promoting sustainable mobility solutions.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - **Responsible Supply Chain**
  - Data Privacy and Information Security
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### Data Privacy and Information Security

#### Material Topic



#### Target

- ▶ **100%** of employees trained on data privacy & Information Security by 2026
- ▶ Obtain **ISO 27001 certification** by 2030
- ▶ Maintain **zero data breaches** year on year basis

#### UN SDGs supported



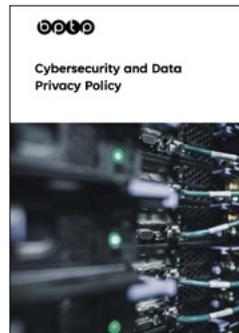
#### Sustainability standards supported

GRI 418  
**418-1:** Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

#### Policy Linked

Data Privacy and Cybersecurity Policy  
[Refer this Policy](#)

At BPTP Limited, data privacy and information security are integral to our commitment to responsible business conduct and stakeholder trust. As a real estate organisation managing sensitive personal and business information, we recognize the critical importance of safeguarding data across all our operations.



Guided by our Data Privacy & Cybersecurity Policy, we have implemented structured protocols to safeguard sensitive information and uphold digital integrity across all our

functions. Regular risk assessments and compliance checks are conducted to maintain robust security preparedness, while our teams are continuously trained in evolving cybersecurity standards and data protection practices. We are also investing in secure technologies and digital infrastructure to proactively address threats and ensure business continuity. Our approach is not only focused on regulatory compliance but is also anchored in our broader commitment to transparency, accountability, and ethical governance.

#### Key Measures and Practices

- 01 Role-Based Access Control (RBAC):** Ensures that only authorized personnel can access sensitive data.
- 02 Data Encryption and Firewalls:** All data is stored in secure systems with encryption, firewalls, and endpoint protection.
- 03 Regular Backups and Monitoring:** Data is backed up regularly and monitored for unauthorized access.
- 04 Third-Party Data Handling:** Data sharing is restricted to authorized vendors under formal agreements.
- 05 Breach Response Protocol:** Any suspected or actual data breach must be reported immediately, with a response initiated within 24 hours.

## Zero

Number of Data Breaches in FY 2024-25

#### Training and Awareness

All employees are required to complete mandatory annual privacy and information security training. These sessions cover responsible data handling, recognizing phishing attempts, and understanding user responsibilities under the policy.

#### Grievance Redressal Mechanism

Employees and stakeholders can report data privacy concerns or suspected breaches directly to the IT Security Team. A formal grievance mechanism is in place to ensure timely investigation and resolution, with escalation to the IT and Legal/ Compliance Teams as necessary.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - Responsible Supply Chain
  - **Data Privacy and Information Security**
  - Brand Management
- Planet-Positive
- People-Centric
- Appendix





### Brand Management

#### Material Topic

 Brand Management

#### Target

- ▶ Improve NPS by **10%**.
- ▶ Improve CSAT Score by **10%** (Y-o-Y basis).

#### UN SDGs supported



#### Sustainability standards supported

GRI 417:  
**417-3:** Incidents of Non-Compliance Concerning Marketing Communications

GRI 418:  
**418-1:** Substantiated complaints concerning breaches of customer privacy and losses of customer data



At BPTP Limited, our vision is to become the world’s premier real estate company and the most preferred, customer-centric workplace. We recognize that brand trust and customer satisfaction are central to our long-term sustainability and business success. Our commitment to delivering value, transparency, and a seamless customer experience is reflected in our continuous efforts to understand and respond to customer expectations.

In 2025, BPTP commissioned an independent Customer Satisfaction (CSAT) and Net Promoter Score (NPS) study to assess customer perceptions across key touchpoints, from enquiry and booking to possession and post-handover services. The study provided critical insights into customer expectations, satisfaction levels, and areas for improvement.

Our key findings highlighted that while customers value BPTP’s brand reputation and trustworthiness, there is a clear need to enhance transparency, responsiveness, and service delivery, particularly during the post-possession phase.

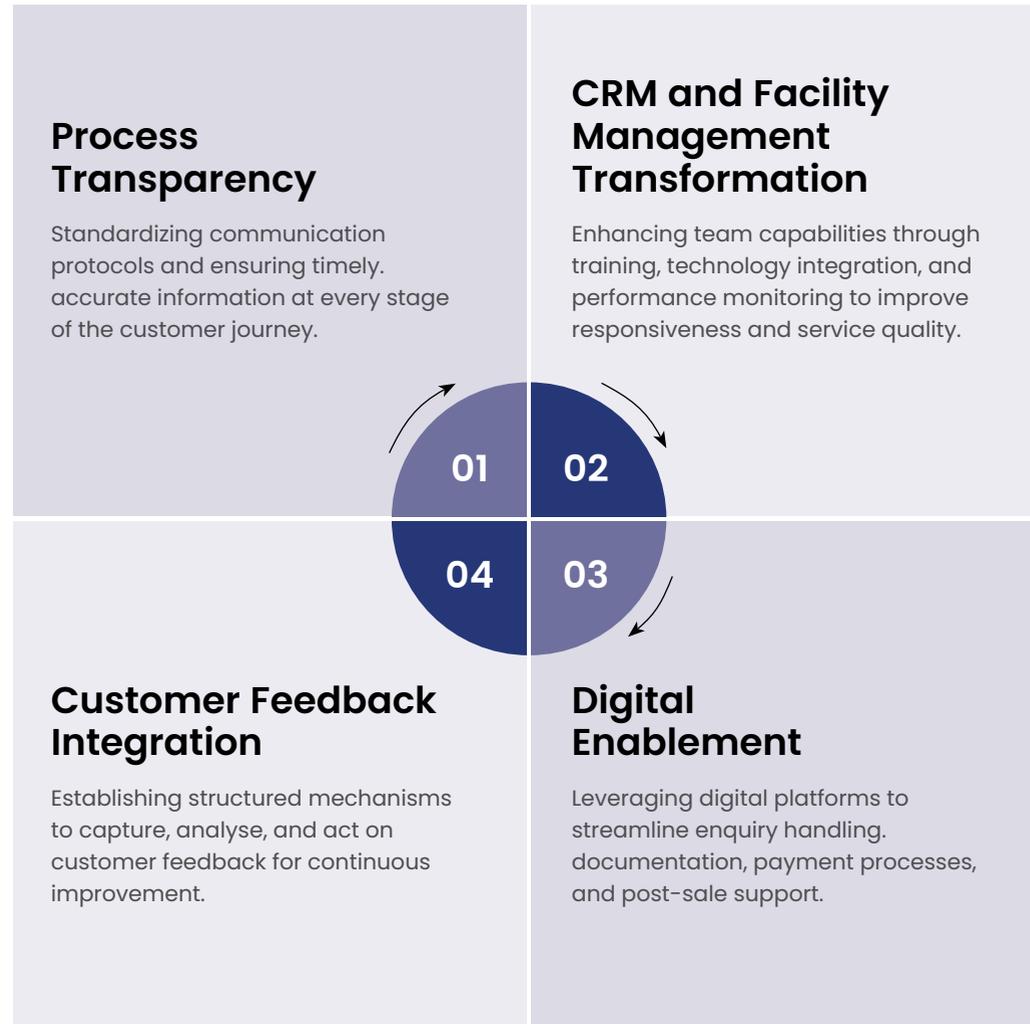
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - **Brand Management**
- Planet-Positive
- People-Centric
- Appendix





## Enhancing Customer-Centric Practices

BPTP is implementing a series of targeted initiatives to strengthen customer engagement and brand loyalty:



## Customer First: Enhancing engagement through smart CRM integration

The CRM system allows customers to easily track progress, raise queries, and receive updates in real-time, thereby ensuring a seamless and personalized experience. By automating routine tasks, the system also minimizes manual intervention, enabling quicker response times and operational efficiency. Our dedicated customer service team remains available throughout the pre- and post-occupancy stages to provide end-to-end support.

At BPTP, we place high importance on customer satisfaction and believe that continuous engagement is key to building lasting relationships. We regularly solicit feedback through structured channels, including satisfaction surveys and performance reviews, to understand client expectations, identify service gaps, and foster innovation. These insights are instrumental in driving continuous improvement and aligning our offerings with evolving customer needs.



We are equally committed to providing customers with a superior home-buying experience, characterized by architectural excellence and aesthetic diversity. We offer multiple options in terms of models, floor plans, and exterior designs to cater to varying preferences and lifestyles. Moreover, we ensure that customers receive personalized assistance at every stage, supported by trained professionals who are equipped to resolve issues efficiently and empathetically.

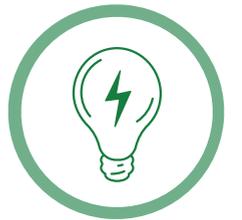
Our customer support staff undergoes continuous training and capacity building, enabling them to effectively handle all customer grievances and maintain high service standards. In the year 2024-25, no unresolved customer complaints exist, underscoring our commitment to delivering quality service and maintaining proactive customer care. BPTP is committed to embedding customer-centricity into its organisational culture. Regular assessments of customer satisfaction and brand perception will continue to inform our strategic decisions, ensuring that we not only meet but exceed stakeholder expectations.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- **Purpose-Driven**
  - Corporate Governance
  - Responsible Supply Chain
  - Data Privacy and Information Security
  - **Brand Management**
- Planet-Positive
- People-Centric
- Appendix





# Environment



## Climate Change

- ▶ **0.0038** tCO<sub>2</sub>e /sqft. Scope 1+2 Emission Intensity
- ▶ **0.0212** tCO<sub>2</sub>e /sqft. Scope 3 Emission Intensity

## Water Stewardship

- ▶ **90%** reduction in fresh water consumption
- ▶ **100%** re-use of treated waste water

## Sustainable Buildings

**95%** portfolio certified/pre certified under IGBC, LEED O&M, WELL certifications.

## Biodiversity

**21%** Green landscape area (m<sup>2</sup> green space/m<sup>2</sup> site area)

## Circularity

**94%** Recycled / Re-used Waste in operations

# Planet-Positive | Climate Change



Sustainability Report  
FY 2024-25

## Climate Change

### Material Topic



Climate Change

### Target

- ▶ Align with India's 2070 **net-zero commitment**
- ▶ **38%** reduction in Scope 1 and Scope 2 emissions from the 2024 baseline year, to be achieved by 2035 for the India geography.

### UN SDGs supported



### Sustainability standards supported

GRI 301, 302, 305

### Policy Linked

Environment Stewardship Policy

[Refer this Policy](#)

At BPTP Limited, we recognize climate change as one of the most urgent and defining challenges of our time. As a responsible real estate developer, we are deeply committed to mitigating our environmental impact and building infrastructure that is resilient to climate-related risks.

Our approach is firmly guided by our Environmental Stewardship Policy (<https://www.bptp.com/esg>), which forms an integral part of our long-term sustainability vision. This policy underscores

our commitment to minimizing ecological impact, enhancing resource efficiency, and supporting the transition to a low-carbon economy. It is aligned with globally recognized frameworks such as the United Nations Sustainable Development Goals (UN SDGs), the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), the Science Based Targets initiative (SBTi), and the Global Real Estate Sustainability Benchmark (GRESB).

We have undertaken a comprehensive climate risk assessment to identify and evaluate the physical and transitional risks across our portfolio. This assessment has helped us understand vulnerabilities related to extreme weather events, water stress, and temperature fluctuations, which can impact asset integrity, operational continuity, and community Wellbeing. It also highlighted opportunities to enhance resilience through adaptive design, energy efficiency, and sustainable construction practices. For more details, visit <https://www.bptp.com/esg>



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





### Our Commitment to Climate Action

At BPTP Limited, we view climate change as both a defining global challenge and an opportunity to strengthen our long-term resilience and value creation. We recognize that the effects of climate change—ranging from rising temperatures and water stress to regulatory transformations—are reshaping the real estate sector in profound ways. These shifts demand that we respond with agility, foresight, and responsibility.

Our approach to climate action is grounded in the belief that sustainability is integral to business success. We have integrated climate-related considerations into every layer of our organisational decision-making—from strategy and governance to project design and operations. This enables us to anticipate risks, capitalize on emerging opportunities, and contribute meaningfully to India's national commitment to achieve net-zero emissions by 2070. Through a combination of strong leadership, structured frameworks, and strategic investments, we aim to drive low-carbon growth while enhancing the resilience of our assets, communities, and stakeholders.

### Understanding Climate Risks

We acknowledge that climate change manifests through two major risk dimensions, transition risks and physical risks, both of which have the potential to affect our business operations and asset value. Transition risks emerge from the

evolving policy landscape, technological innovation, market preferences, and societal expectations associated with the global shift toward a low-carbon economy. Physical risks, on the other hand, arise from the direct environmental effects of climate change, including acute events such as floods, cyclones, and heatwaves, as well as chronic changes such as sea-level rise and prolonged water scarcity.

To manage these interconnected risks, we have established a comprehensive climate risk framework that aligns with international best practices. Our approach involves integrating climate risk considerations into capital allocation, risk management, and long-term planning. By regularly conducting scenario analyses and climate modelling, we assess the potential impacts of different climate pathways on our portfolio, enabling informed decisions and prioritization of investments that enhance resilience and performance.

### Our Decarbonisation Strategy

Our decarbonisation strategy is central to our climate action agenda and forms a core component of our Pathways to Net Zero (P2NZ) programme. This long-term roadmap reflects our determination to progressively reduce our greenhouse gas emissions across Scope 1, Scope 2, and Scope 3 categories. We are systematically transitioning our operational energy systems away from high-carbon sources

through the electrification of diesel-based processes, expansion of renewable energy procurement, and exploration of on-site clean energy generation.

We continue to invest in improving the energy efficiency of our buildings and infrastructure through the integration of smart technologies, advanced automation, and retro-commissioning of existing assets. These initiatives not only lower emissions but also enhance operational efficiency and reduce lifecycle costs. To support this transformation, we have launched our ₹25 lakh Climate Investment Programme (CIP), which prioritizes targeted emission reduction projects with measurable outcomes.

Recognizing that a significant portion of our emissions footprint extends beyond our direct control, we are also addressing value chain or Scope 3 emissions through collaboration and innovation. We are working closely with suppliers, contractors, and material partners to promote the use of low-carbon construction materials, such as green cement and recycled steel, and to encourage responsible sourcing and design. By rethinking how we build, procure, and operate, we are embedding sustainability principles throughout our ecosystem and driving change beyond our organisational boundaries.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





## Building Resilience to Physical Risks

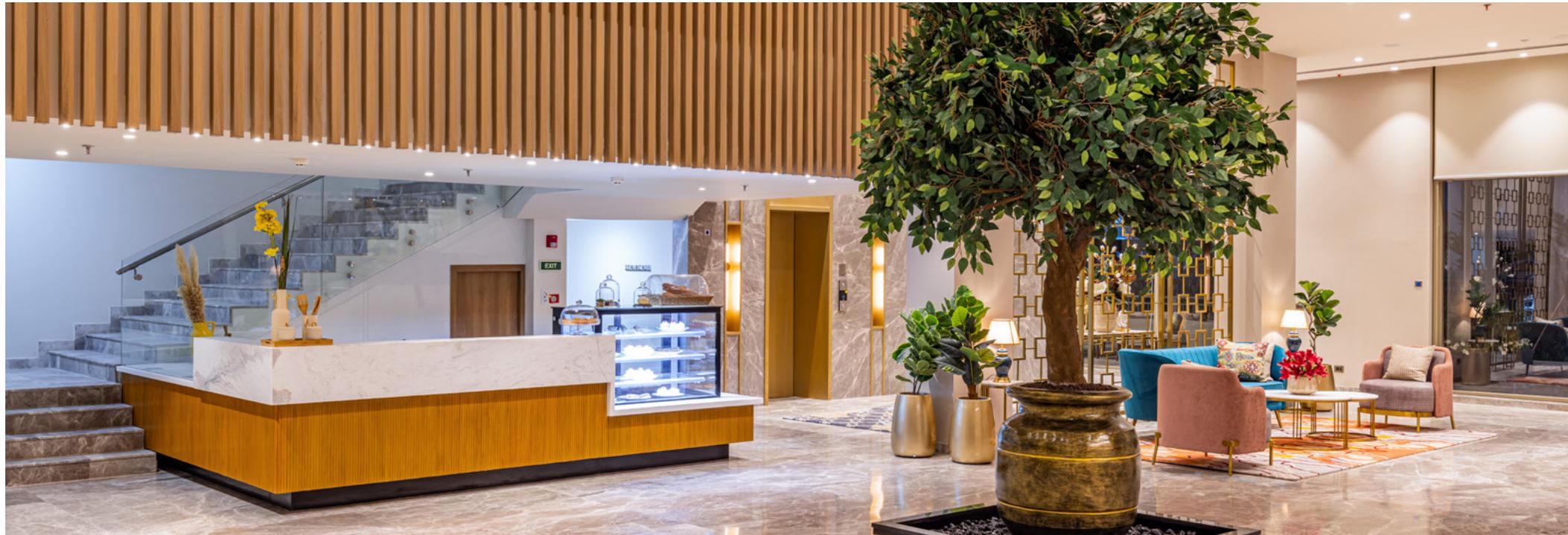
Climate-induced physical risks pose an equally critical challenge to the built environment. We are acutely aware that extreme weather events, rising temperatures, water scarcity, and other environmental shifts can impact the safety, functionality, and value of real estate assets. To address these challenges, we have developed a structured framework for assessing, managing, and adapting to physical risks across our operations and developments.

Our scenario-based assessments draw from leading global models, including those of the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). These analyses allow us to evaluate asset-level exposures under varying temperature rise scenarios and to implement design interventions that strengthen long-term resilience. We incorporate climate adaptation measures into project design, infrastructure planning, and community engagement. This includes improving building insulation and thermal

performance to mitigate heat stress, installing efficient HVAC systems to optimize energy use, and integrating green roofs and reflective materials to counter urban heat island effects.

In flood-prone or high-rainfall areas, we focus on structural resilience through elevated construction designs, advanced stormwater management, and site-specific drainage systems. We also promote water security through greywater recycling, rainwater harvesting, and water-efficient

fixtures that reduce dependency on municipal supplies. These initiatives are complemented by comprehensive disaster management and emergency response frameworks that ensure preparedness during both the construction and operational phases. Our goal is to minimize disruption, protect human life, and maintain business continuity even under severe climatic conditions.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





## Governance and Oversight

Strong governance remains the cornerstone of our climate response. Our Board of Directors oversees the integration of climate considerations into strategic and operational decision-making, supported by dedicated committees that ensure alignment, accountability, and transparency. The Sustainability Committee provides guidance on environmental performance and oversees the execution of the Climate Investment Programme, while the Risk and Audit Committee focuses on identifying and mitigating climate-related risks across the enterprise.



In FY2025, our Board reviewed and endorsed an updated medium-term climate strategy consistent with India’s Net Zero 2070 pathway. Senior management is responsible for implementing this strategy through measurable actions and performance indicators. To reinforce accountability, executive compensation structures include performance-linked incentives tied to emission reduction and adaptation outcomes. This alignment ensures that sustainability performance directly supports our corporate objectives and stakeholder expectations.

Our governance framework also emphasizes continuous stakeholder engagement. We actively engage with investors, regulators, and industry peers to share insights, gather feedback, and refine our climate-related disclosures. This approach strengthens our transparency and ensures that our reporting remains aligned with global frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 Climate-related Disclosures.

## Collaboration and Advocacy

We recognize that meaningful climate action requires collaboration that transcends organisational boundaries. We actively participate in policy dialogues and industry platforms that advocate for sustainable urban development and low-carbon transitions. Through partnerships with government agencies, business networks, and research institutions, we aim to advance scalable solutions that benefit both the industry and society.

Our advocacy efforts are directed toward promoting science-based policymaking, market mechanisms for renewable energy, and sustainable financing for green infrastructure. We continuously evaluate the alignment of our external partnerships and association memberships to ensure that they reflect our internal climate commitments and values. Through constructive collaboration, we strive to contribute to collective progress toward a climate-resilient and low-carbon economy.

## Creating Sustainable Value

Our climate strategy is designed not only to mitigate risks but also to create sustainable value for all stakeholders. By embedding climate considerations into our governance, capital allocation, and operational processes, we are enhancing the long-term resilience and competitiveness of our business. These efforts translate into improved asset performance, reduced operational costs, stronger investor

confidence, and greater community trust.

We view climate action as an investment in the future, one that aligns environmental responsibility with economic performance. Our journey toward net-zero is an ongoing process of learning, adaptation, and innovation, supported by robust governance and transparent reporting. As we continue to evolve, we remain committed to aligning our business practices with global sustainability standards, contributing to India’s national climate goals, and setting new benchmarks for responsible real estate development.

## Looking ahead

Looking forward, we will continue to strengthen our climate strategy through expanded renewable energy integration, improved data-driven risk modeling, and deeper collaboration across our value chain. We aim to scale up green technologies, enhance climate disclosures, and foster innovation in sustainable design and construction.

Our vision extends beyond compliance; it is rooted in a commitment to build thriving, climate-resilient communities and contribute to a sustainable urban future. By leading with purpose and accountability, we are transforming the way real estate interacts with the environment by turning challenges into opportunities and ambition into action.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





### Energy management

The rising global demand for energy is driven by increasing wealth and population growth in many countries. If this trend isn't countered by significant advancements in energy efficiency, global energy consumption will continue to surge each year. Transitioning our energy systems from fossil fuels to low-carbon sources is becoming increasingly difficult due to this growing energy consumption. To address this demand, it is crucial to develop new low-carbon energy sources to replace fossil fuels in our energy mix.

We are committed to reduce energy use by 30% by 2030, and it is evident in our implementation of advanced systems and environmentally friendly technologies, that has achieved 26.90% energy savings by integrating various energy-efficient fixtures. These include LED lighting fixtures for both internal and external areas, basement parking, and lift lobbies with a minimum efficacy of 75 Lumen/Watt, a halon-free firefighting system, and a CO<sub>2</sub>-based extinguisher system. Additionally, the use of BEE star-rated fans, motors, and pumps with a minimum efficiency of 85%, along with a sustainable HVAC system, has contributed significantly to energy savings.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





Details of energy savings practices are given below:

Parameter	Details
Type of external wall construction	15mm External Plaster + 30mm Limestone Cladding + 150mm Air Gap + 230mm Fly ash brick+ 20mm Bison Board + 12mm Internal Plaster
U value of wall (w/m2.k)	0.181
Type of roof construction	20mm Plaster + 40mm PUFF + 100mm Brickbat coba + 150mm RCC + 12mm Plaster
U value of roof (w/m2.k)	0.471
Type of glass construction	Double Glazing Unit, KT 140
Properties of the glass	U VALUE = 1.8 W/M2.K SHGC = 0.29 SC = 0.34 VLT = 37%
Transformer rating	2000 kVA
Type of lighting fixtures	Led lighting fixtures
Wattage of various lighting fixtures	<b>Internal</b> — 24 W ceiling light — 20 W tubelights — 14 W ceiling light — 9 W downlight  <b>External</b> — 60 W street light — 10 W bollard light
External lighting system	External timer circuit with bms control
Type heating, ventilation & air conditioning system	Water cooled packed systems
No and type of cooling towers	(3W + 1S) counter flow induced draft cooling tower
Capacity of cooling towers	1350
Eir of cooling tower (hp/gpm)	0.00925
No and type of chillers	(3W + 1S) water cooled centrifugal chiller
Capacity of chiller	450 TR
Cop of the chillers	5.44
Efficiency of pumps	IE3 CLASS / 92.5%
Efficiency of motors	IE3 CLASS / 92.5%
Rating of office equipment	BEE 3 STAR

Tracking our energy footprint: progress toward a greener future

Parameter	FY 2024-25 (GJ)
Energy Consumption	1,09,85,853.6
Renewable Energy Consumption	2,01,600
Total Energy Consumption*	1,11,87,453.6

\*Note: Assumptions for Energy Consumption Calculations:

The Energy Performance Index (EPI) values used for residential and commercial buildings have been derived based on the **Bureau of Energy Efficiency (BEE)** guidelines and national benchmarks for energy labeling of buildings, considering the **Composite Climate Zone**.

— **Residential Buildings:**

The assumed EPI value of **54 kWh/m<sup>2</sup>/year** is based on the BEE's Schedule – Residential Building Labelling Program, representing an average performance between the **3-Star (37 < EPI ≤ 45)**. The sub-category E3 (7-9 kWh/m<sup>2</sup>/year) reflects the estimated energy intensity of low-load or naturally ventilated residential blocks.  
(Source: BEE Residential Building Labelling Schedule)

— **Commercial Buildings:**

For commercial (office) buildings, an EPI of **103.75 kWh/m<sup>2</sup>/year** has been considered, in line with the benchmarks provided under the BEE Schedule for Office Buildings (July 2023), applicable to buildings located in the **Composite Climate Zone**.  
(Source: BEE Schedule for Office Building – July 2023)

— **Other Considerations:**

- The **composite climate type** classification follows BEE and ECBC definitions, representing mixed climatic conditions with both hot and humid periods.
- A **conversion factor of 1 sq.ft = 10.746 sq.m** has been applied consistently for all area and energy intensity computations.



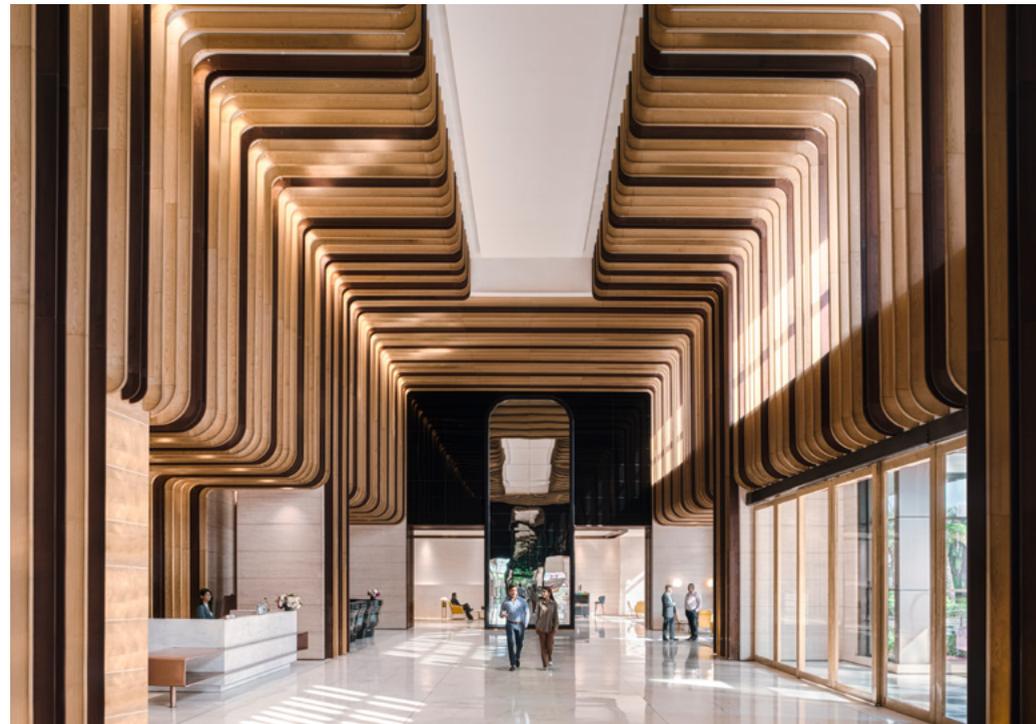
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





To manage air conditioning as part of their Heating, Ventilation, and Air Conditioning (HVAC) system, water-cooled centrifugal chillers and a Variable Refrigerant Flow (VRF) system have been deployed. These chillers utilize R-134a as the refrigerant, which is free of chlorofluorocarbons (CFCs), ensuring it does not deplete the ozone layer. This choice of refrigerant and technology aims to maximize energy efficiency. The project is using the energy efficient LED Lighting with an average savings 30% and is contributing to energy savings.

In addition to energy-efficient technologies, a 60 KWp capacity solar PV panel has been installed on the terrace that produces 56 MWh annually, accounting for 1.22% of the building's total annual lighting energy consumption. This installation has helped reduce dependency on grid electricity. The Company has installed overall 306 KWH solar roof top panel in its various projects. These initiatives will strengthen our goal and contribute in achieving our target to increase the renewables by 30% by 2030.



**“Based on the installed capacity, it was expected to generate 4,46,760 (approx.) solar power in a year, considering avg. 4 hours of generation in a day for Delhi NCR.”**



The Project also uses three diesel generators of 1500 KVA for back-up consumption for which the monthly consumption pattern is recorded.

The project is using Building Management System along with sub-metering to monitor and optimize the energy consumption of the building through various nodes such as HVAC, internal & external lighting, DG consumption, STP and other services present on site to ensure continuous energy conservation and tracking. These measures reinforce the project's commitment to energy efficiency by enabling precise monitoring and management of energy consumption.

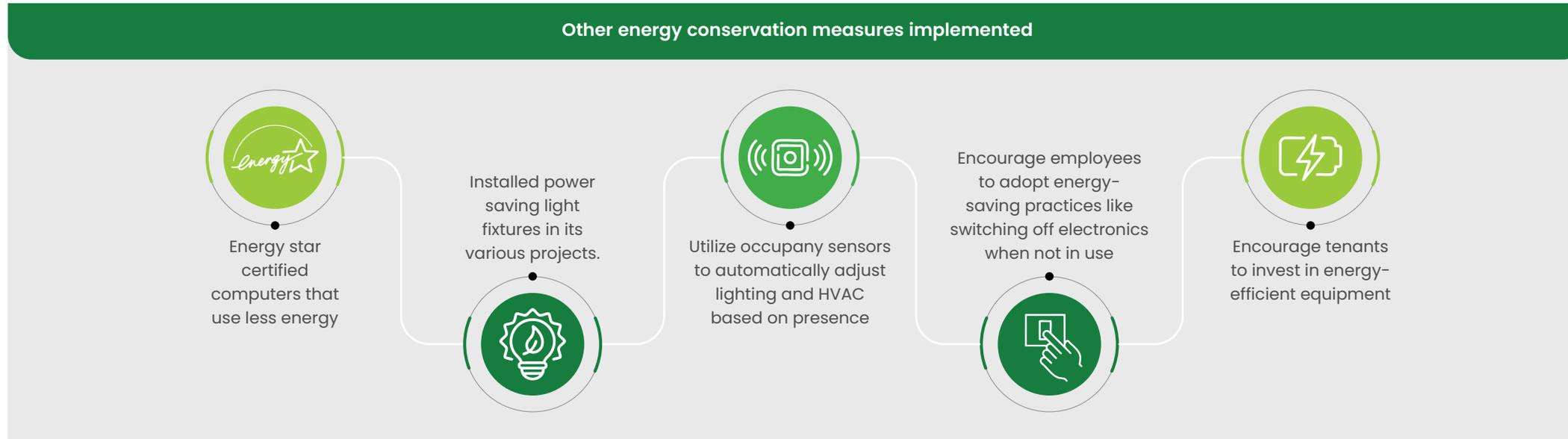


- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix



### Emissions management

Due to the rapid expansion of the global population and the economic progress of many countries, the environment has suffered significantly, leading to a fourfold increase in CO2 emissions. One of the most pressing issues today is climate change, driven by global warming, which causes frequent natural disasters such as floods, cyclones, droughts, and heat waves. The real estate sector alone contributes 39-40% of carbon emissions during both the construction and operational phases. It is crucial to take necessary actions to reduce these emissions and maintain the Earth's temperature below 1.5 degrees Celsius.

BPTP has aligned its net zero goal with India's 2070 net zero commitment. We uphold our commitment; we have set both short-term and long-term targets that we are continuously striving to meet. Our efforts include expanding green spaces within our developments and communities, implementing energy-efficient technologies, and installing solar panels to offset at least 5% of the common area's energy consumption. Additionally, we provide electric vehicle facilities for our employees to commute to the metro, reinforcing our dedication to a sustainable future.



# Climate Change | GHG Emissions

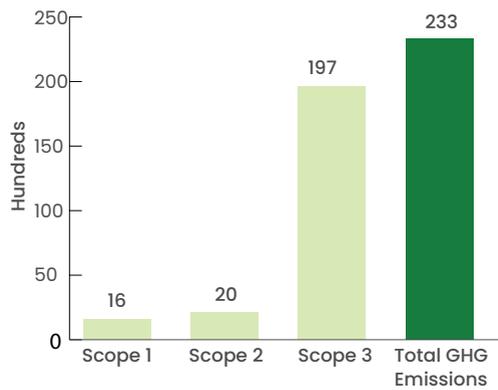


## Sustainability Report FY 2024-25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix

BPTP limited Consolidated	Scope 1 Emissions	Scope 2 Emissions	Scope 3 Emissions	Total GHG Emissions	Total Area (Sqft)	GHG Emissions Intensity (Scope 1 + 2) (tCO2e/sq.ft.)	GHG Emissions Intensity (Scope 3) (tCO2e/sq.ft.)
	1,583	1,981	19,738	23,302	9,30,670	0.0038	0.0212

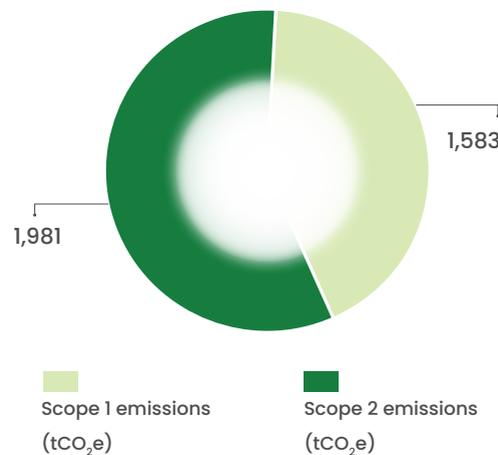
GHG Emissions FY2024-25



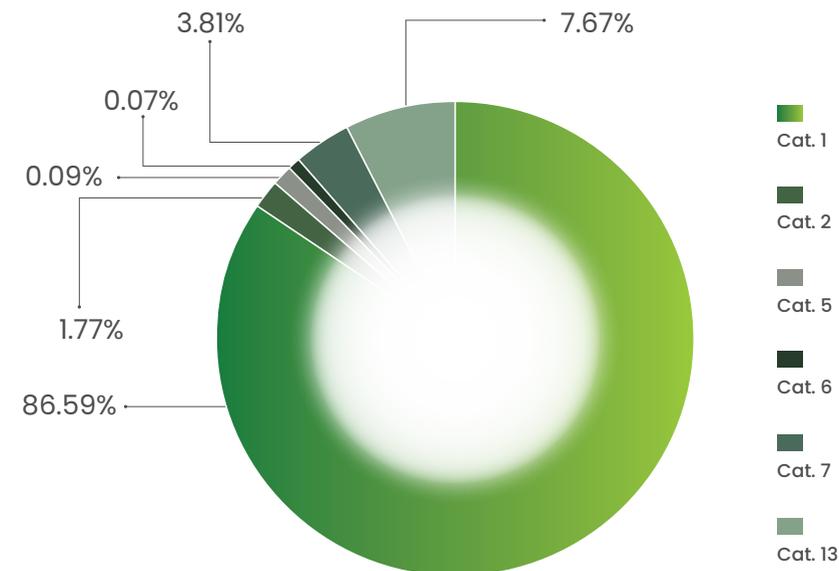
Sr. No.	Scope 3 Category	FY 2024-25 (Emissions)
1	<b>GHG Emissions (MtCO2e) (Scope 1 + 2 + 3)</b>	<b>23,302</b>
2	<b>GHG Emissions (MtCO2e) (Scope 1 + 2)</b>	<b>3,564</b>
3	<b>Scope 1</b>	<b>1,583</b>
4	<b>Scope 2</b>	<b>1,981</b>
5	<b>Scope 3</b>	<b>19,738</b>
6	Purchased goods & Services Category 1	17,090
7	Capital Goods Category 2	-
8	Fuel & Energy related Category 3	350
9	Upstream transportation Category 4	-
10	Waste Generated Category 5	17
11	Business Travel Category 6	14
12	Employee Commute Category 7	752
13	Upstream leased assets Category 8	-
14	Downstream transportation Category 9	-
15	Processing of sold products Category 10	-
16	Use of Sold Products Category 11	-
17	End-of-life treatment Category 12	-
18	Downstream leased assets Category 13	1,514
19	Franchises Category 14	-
20	Investments Category 15	-

#	Site	Energy Consumption (Kwh)	Renewable Energy Consumption (Kwh)
1	BPTP Capital City	25,47,156	56,000
2	Pride Club	98,693	-
3	Astaire Club	40,727	-
4	Amastoria Club	38,111	-
		27,24,688	56,000
<b>Total (Million kwh)</b>		<b>86,462</b>	<b>56</b>

BPTP Limited - Scope 1 & 2 GHG Emissions (tCO<sub>2</sub>e)



Scope 3 Emissions





BPTP Limited's GHG inventory has been developed in alignment with the **GHG Protocol Corporate Accounting and Reporting Standard**, covering Scopes 1, 2, and 3 emissions from its real estate development and operational activities.

- **Scope 1 emissions** (1,583 tCO<sub>2</sub>e) represent direct emissions from sources owned or controlled by BPTP, including fuel consumption in construction equipment, on-site generators, and company vehicles.
- **Scope 2 emissions** (1,981 tCO<sub>2</sub>e) account for indirect emissions from purchased grid electricity used across offices and project sites.
- The combined **Scope 1 + 2 footprint of 3,564 tCO<sub>2</sub>e** reflects the company's operational carbon emissions and energy-related impacts.

Scope 3 emissions, estimated at approximately 10,661 tCO<sub>2</sub>e, capture indirect emissions occurring across

BPTP's value chain. Other contributors include purchased goods and services, capital goods, and employee commuting during construction and operations.

This profile demonstrates that the downstream use of sold properties constitutes the most significant share of BPTP's total emissions footprint. The company continues to integrate energy-efficient building designs, promote green building certifications, and enhance renewable energy adoption within its developments to progressively lower lifecycle emissions intensity.

We have also installed air quality index equipment to monitor the air quality both inside and outside the Capital City office. To ensure healthy air quality within the building, we use environmentally friendly paints, sealants, and adhesives for both interior and exterior applications. These efforts collectively contribute to a cleaner and healthier environment during and after construction.



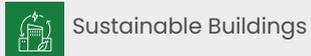
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - **Climate Change**
    - Sustainable Buildings
    - Water Stewardship
    - Circularity
    - Biodiversity
- People-Centric
- Appendix





## Sustainable Buildings

### Material Topic



### Target

- ▶ **100%** of portfolio with recognized green certifications by 2030
- ▶ Consistent **100%** of the portfolio with the highest tier green certifications.

### Progress made so far

- ▶ **95%** of the portfolio has green building certifications.

### UN SDGs supported



### Sustainability standards supported

IGBC, USGBC, WELL



As India's urban landscape continues to expand, we recognize the pivotal role the real estate sector plays in shaping a sustainable and climate-resilient future. At BPTP Limited, we see every project as an opportunity to create more than just infrastructure, it is an opportunity to generate environmental and social value. Sustainability lies at the heart of everything

we do, guiding how we design, construct, and operate our developments to minimize environmental impacts while enhancing the quality of life for the communities we serve.

Through thoughtful design, resource optimization, renewable energy integration, and responsible supply chain practices, we create buildings that are both functional

and environmentally responsible. Our developments are designed to perform efficiently, adapt to changing climate conditions, and contribute to the health and Wellbeing of those who live, work, and interact within them.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Commitment to green standards

We have set a clear and ambitious target: by 2030, 100% of our project portfolio will be registered under globally recognized green building rating systems. This vision aligns with India's climate goals and the UN Sustainable Development Goals (SDGs 6, 7, 8, 11, 12, and 13), advancing water and sanitation, affordable and green energy, economic growth, sustainable cities, responsible consumption, and climate action.

In FY2024-25, 95% of our portfolio is certified under IGBC new building rating system/LEED New Building/LEED EBOM/WELL certification, demonstrating our dedication to energy and water efficiency, material conservation, indoor environmental quality, and occupant Wellbeing.

Some of our key certified developments include:

**01 Capital City Office** – IGBC Platinum certified, LEED O&M Platinum, and pursuing WELL Certification. Smart systems enhance operational efficiency and occupant comfort.

**02 Discovery Park Phase 2, Vertigreen Phase 1, and Mansion Phase 2** – Pre-certified IGBC Platinum, setting new benchmarks for sustainable residential living.



In FY2024-25,  
**95%**  
of our portfolio is certified under  
IGBC new building rating system/  
LEED EBOM/WELL Core Platinum  
Certification

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix



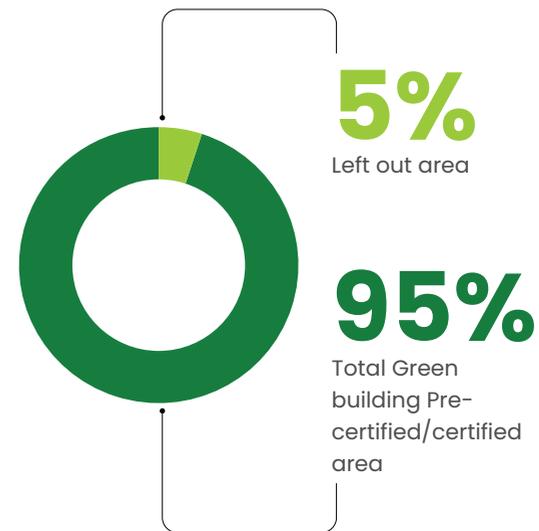


## BPTP Portfolio on the Certification Level

Site	Type & Description	Green Building Certification Qualification(Y/N)
BPTP Capital City	Commercial office	Y
Pride Club	Hospitality @ Residential apartments	Y
Astaire Club	Hospitality @ Residential apartments	Y
Amastoria Club	Hospitality @ Residential apartments	Y
Vertigreen Ph 1-Sec 102 GGN	Residential: Family Homes	Y
Mansion Phase 2-3.45 acre, Sector 66, GGN	Residential: Family Homes	Y
Club at Sec-81 Parklands	Hospitality @ Residential apartments	Y
Club-75	Hospitality @ Residential apartments	Y
District Walk-A, 12.869 Acre	Residential: Family Homes	Y
District walk D	Residential: Family Homes	Y

BPTP has demonstrated a strong commitment to sustainable development, with 95% of its total portfolio certified or pre-certified as green buildings. Out of a total built-up area of 57,76,260.49 sq. ft., approximately 55,13,960.49 sq. ft. has achieved green building certification or pre-certification under recognized rating systems. This achievement upholds BPTP's proactive approach to integrating energy efficiency, environmental stewardship, and occupant well-being into its design and construction practices, setting a benchmark for sustainable real estate in the region.

### Percentage of Green Building footprint



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





## Sustainability integration in the project development lifecycle

For us, sustainability begins at the concept stage. Every project is guided by an integrated design philosophy that aligns our architectural vision with environmental performance. We carefully select sites through rigorous environmental and social due diligence to minimize ecological disruption, preserve natural contours, and ensure access to clean air, light, and water. Our design and engineering teams adopt climate-responsive design strategies that promote natural ventilation and daylight optimization. Building orientation, envelope insulation, and high-performance glazing reduce energy demand, while water-sensitive landscaping and stormwater management enhance site resilience.

At BPTP Limited, the principles of sustainability are embedded throughout the full lifecycle of every project, from planning and design to construction and operations. We prepare project-specific Environmental Management Plans (EMPs) based on detailed Environmental Impact Assessments (EIAs) conducted in accordance with the EIA Notification 2006: Category B and other applicable laws. These EMPs provide structured guidance for mitigation, monitoring, and continual performance improvement. Their implementation is overseen by dedicated Environmental Management Cells (EMCs) operating within a company-wide Environmental Management System (EMS) to ensure consistency, accountability, and continuous improvement across our portfolio.

## Environmental and Social Risk Management

Each development undergoes structured environmental and social risk assessments before any site work begins. These assessments evaluate potential impacts on air and water quality, surface runoff, biodiversity, ambient noise, traffic movement, soil conditions, and nearby communities. The identified risks are integrated into the EMPs, which outline mitigation strategies, performance indicators, and monitoring plans. This approach not only ensures regulatory compliance but also guides the spatial layout, design interventions, and construction sequencing to minimize ecological disturbance and enhance community safety.

## Construction-phase environmental safeguards

During construction, we implement EMPs that monitor air, water, and noise quality, manage waste responsibly, and ensure the use of low-VOC and locally sourced materials. Dust control measures such as water sprinkling, anti-smog guns, and covered material storage are enforced, while vehicles are equipped with tarpaulin coverings and wheel-wash systems to reduce dust pollution. Noise is managed through GI sheet barriers and acoustic enclosures for generators, and noisy operations are limited to daytime hours.

Surface runoff is controlled using silt traps, diversion ditches, and clarified drainage lines, while soil and groundwater contamination is prevented through secure handling and storage of fuels, oils, and chemicals. Sanitation, drinking water, rest areas, and primary medical facilities are provided for workers to maintain hygienic and safe conditions. Worker welfare is further supported through health camps, training on occupational safety, and emergency preparedness programs.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Operational-phase sustainability measures

Once operational, our buildings are designed to perform efficiently across water, energy, and waste systems. Building Management Systems (BMS) and IoT-enabled controls monitor real-time energy and water usage. Dual plumbing systems and sewage treatment plants (STPs) enable wastewater reuse for flushing and landscaping. Rainwater harvesting pits with oil and grease separators, silt traps, and clarifiers manage stormwater and promote groundwater recharge.

Energy efficiency is maximized through LED lighting, motion sensors, efficient HVAC systems, and rooftop solar PV installations. Solar-powered Street lighting reduces grid dependency, while high-performance envelopes and shading strategies lower cooling loads. Solid waste is segregated into biodegradable, recyclable, and hazardous streams, with composting systems and authorized vendors ensuring compliance with the Municipal Solid Waste Rules, 2016.

### Biodiversity conservation and green belt development

We actively promote biodiversity preservation and green cover enhancement through carefully designed landscapes. A minimum of 20% of each project's net plot area is dedicated to green spaces—often exceeding regulatory requirements. These areas provide ecological buffers, improve air quality, and reduce ambient temperature. Our plantation strategy adheres to CPCB guidelines and emphasizes native, drought-tolerant, and pollution-resilient species. Drip irrigation systems and moisture sensors minimize water use, while organic compost enhances soil health.



### Community inclusion and stakeholder engagement

We are committed to ensuring our developments contribute positively to local communities. Engagement begins during project planning and continues through construction and operations. We create direct and indirect employment opportunities by prioritizing local hiring for construction, maintenance, and landscaping roles. Contractors follow Labour Welfare Guidelines that mandate sanitation, safe drinking water, rest facilities, and first aid on-site.

We also organize ESG awareness programs, community health drives, and local infrastructure upgrades—such as parks, water systems, and pedestrian networks. During crises, such as climate events or health emergencies, we coordinate with local authorities and NGOs to provide support and ensure community resilience.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Resource efficiency

Sustainability at BPTP extends beyond design and construction to the systems and materials that bring our projects to life. We embed environmentally responsible electrical, mechanical, and plumbing systems to reduce emissions and optimize resource use.

### Energy-efficient lighting systems and renewable energy

We have implemented energy-efficient LED lighting across 64 assets, complemented by automated lighting controls and sensors. Solar PV systems generate clean power, while DG sets with Retrofit Emission Control Devices (RECDs) reduce particulate and NOx emissions. Our developments also feature EV charging infrastructure, ECBC-compliant transformers, and high-efficiency UPS/DG PLC systems to enhance operational reliability.

### Water-efficient systems

Our plumbing systems are designed for circularity. We use low-flow fixtures, dual plumbing systems, and on-site STPs to minimize freshwater demand. Rainwater harvesting and drip irrigation ensure efficient water use, while digital water meters provide actionable insights for sustainability audits and maintenance planning.

### Material resource efficiency

We promote responsible material selection and circular resource use to minimize the embodied carbon of our construction activities. Our procurement strategy prioritizes locally sourced, recycled, and low-VOC materials, reducing transportation emissions and improving indoor air quality. We use fly ash-based cement, recycled aggregates, and high-durability materials to extend building lifespan and reduce maintenance needs.

All construction activities are supported by Construction and Demolition (C&D) Waste Management Plans, ensuring segregation, reuse, and recycling through authorized vendors. Timber and aluminium products are sourced from certified suppliers, and steel reinforcement bars incorporate high recycled content. Through these measures, we are steadily advancing toward a circular materials economy, reducing waste generation, conserving natural resources, and lowering project-level carbon intensity.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix

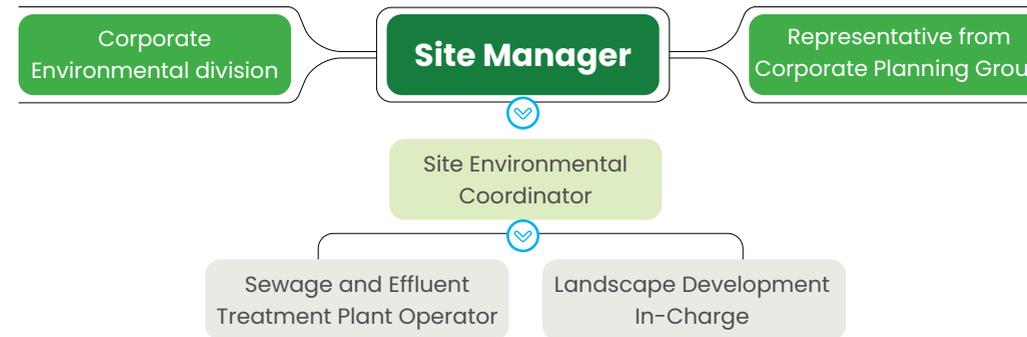




## Environmental oversight and monitoring

Our Environmental Management System (EMS) ensures consistency and continual improvement across all projects. Each site-level EMC monitors EMP implementation, tracks performance metrics, and submits six-monthly compliance reports to regulatory authorities. Environmental monitoring for air, water, noise, and soil parameters is conducted by certified laboratories, and Corrective and Preventive Action Plans (CAPAs) are developed based on audit outcomes.

Records related to EMP implementation, audit findings, and stakeholder engagement are maintained digitally to ensure transparency and traceability. Senior management reviews environmental decisions periodically to align with our overarching ESG strategy, driving accountability and continuous improvement across the BPTP portfolio.



## Health, well-being, and community impact

At BPTP, sustainability is as much about people as it is about the planet. Our buildings are designed to enhance physical, mental, and social well-being, with abundant daylight, superior indoor air quality, and thermal comfort. Green spaces and community gardens encourage recreation, interaction, and connection with nature.

Sustainable practices also generate measurable socio-economic benefits. Reduced energy and water consumption lower operating costs, while sourcing local materials supports regional economies. Training programs for construction teams on safe and sustainable practices extend positive impact along the value chain.

## Strategy and way forward

As we look ahead, our strategy is focused on achieving net-zero carbon and net-zero water readiness across all developments. Future projects will integrate high-performance building envelopes, renewable energy systems, smart automation, circular resource management, and biodiversity-friendly landscapes.

We are aligning our initiatives with the Kunming-Montreal Global Biodiversity Framework, incorporating native landscaping, green corridors, and water-sensitive designs to create thriving urban ecosystems.

By embracing innovation, technology, and collaboration, we aim to set new benchmarks for sustainable real estate in India by creating buildings that are not only efficient and resilient but also human-centered, reflecting our belief that responsible design today shapes sustainable cities of tomorrow.

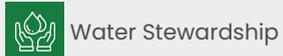
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - **Sustainable Buildings**
  - Water Stewardship
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Water Stewardship

#### Material Topic



Water Stewardship

#### Target

- ▶ Reduce water use by **50%** by 2030

#### UN SDGs supported



#### Sustainability standards supported

GRI 303

#### Policy Linked

Water Management Policy

[Refer this Policy](#)



Water stewardship is the strategic and responsible management of water resources to ensure their availability, quality, and sustainability for current and future generations. At BPTP, we recognize water as a shared and finite resource that is essential to both environmental integrity and operational resilience. Our approach goes beyond compliance, focusing on proactive conservation, efficiency, and reuse across all phases of development. The global projections indicating a 40% gap between water demand and availability by 2030, our approach emphasizes resilience, efficiency, and stewardship. We recognize water as a shared and finite resource. BPTP has established a standalone Water Management Policy (<https://www.bptp.com/esg>), that reflects its commitment to responsible water use, conservation, and long-term sustainability. This policy serves as a strategic framework for implementing water stewardship practices across all phases of development and operations.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - **Water Stewardship**
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Performance indicators (FY 2024-25)

At BPTP Limited, we recognize water as a shared and finite resource, vital not only for our operations but also for the communities and ecosystems that support us. As a responsible urban developer, we are deeply committed to ensuring that every drop of water within our project ecosystem is used wisely, reused effectively, and replenished responsibly.

Our water management approach is guided by the principles of reduce, recycle, and recharge, ensuring sustainable usage across all our developments. We implement an integrated water cycle approach that emphasizes rainwater harvesting, sewage treatment, water recycling, and reuse, along with the optimization of plumbing fixtures and irrigation systems.

### Our water management highlights

In FY 2024-25, our collective efforts led to a total water consumption of 5,754.6 cubic meters, of which nearly 90% came from recycled and reused sources. By maximizing the utilization of treated wastewater and harvested rainwater, we significantly reduced our dependency on fresh water.

- Freshwater consumption reduced by 74%, with the installation of Sewage Treatment Plants (STPs) and dual plumbing systems installed across our projects.
- 57% of wastewater generated was treated through in-house STPs, and 100% of the treated water was reused for landscaping, flushing, and other non-potable applications.
- Rainwater harvesting systems enabled the collection and reuse of 3,484.80 cubic meters of rainwater during the reporting period, directly contributing to groundwater recharge and reduced reliance on external sources.

Through these initiatives, we continue to move toward a net water-positive portfolio, where recycled and harvested water offset our total freshwater withdrawals.

Water Category*	FY 2024-25 (CUM)
<b>Water Withdrawal by source</b>	
Surface water	-
Ground Water	-
Third party Water (municipal, bottled water and tanker)	59,754.61
<b>Total Water Discharge</b>	
Total Fresh water Consumption	59,754.610
Recycled water Consumption	54,000.00
Rainwater reuse	-
Percentage Reduction in fresh water consumption	90%
Percentage of Waste water treatment (STP)	44%
Reuse of Treated waste water	100%

\*Note:

Water consumption benchmarks have been referenced from the National Building Code of India (NBC 2016), Part 9 – Plumbing Services (Including Solid Waste Management), Section 1: Water Supply (Clause 4.1.1 and 4.1.2, Table 1).

These national standards provide a baseline for assessing BPTP's performance in freshwater use and efficiency. Compared to NBC guidelines, our total water consumption demonstrates strong alignment with national norms, with significant reductions achieved through dual plumbing systems, low-flow fixtures, and treated wastewater reuse across developments.

Source: National Building Code of India (NBC 2016), Part 9 – Plumbing Services (Including Solid Waste Management), Government of India. Available at: <https://dn790000.ca.archive.org/0/items/nationalbuilding02/in.gov.nbc.2016.vol2.digital.pdf>

<sup>2</sup><https://www.weforum.org/stories/2023/03/global-freshwater-demand-will-exceed-supply-40-by-2030-experts-warn/>

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - **Water Stewardship**
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





## Our key Initiatives and Infrastructure



### Rainwater Harvesting

A 182 cu.m. rainwater harvesting tank with a desilting chamber captures runoff from a net impervious area of 7,665 sq.m, including cemented tile roofing, paved surfaces, and vegetated zones. This system facilitates groundwater recharge and supports natural hydrological cycles.



### Water Efficient Fixtures

BPTP Capital City office is equipped with low-flow toilets, urinals, and health faucets to reduce water consumption in daily operations.



### Sustainable Landscaping

Native and drought-tolerant plant species are selected to reduce irrigation needs. Drip irrigation systems ensure efficient moisture delivery, enhancing plant health while conserving water.



### Wastewater Treatment & Reuse

A 200 KLD Sewage Treatment Plant (STP) using MBBR technology treats 100% of wastewater in compliance with CPCB norms. A complementary Water Treatment Plant (WTP) ensures treated water meets quality standards and is reused for flushing and landscaping.



### Construction Phase Efficiency

Treated water is exclusively used during construction. Techniques such as curing compounds, gunny bags, and ponding are employed to optimize water use without compromising quality.



### Monitoring and Accountability

Water meters are installed to track municipal water intake, treated water generation, and consumption. This data-driven approach enables performance monitoring and supports our target to reduce water use by 50% by 2030.

## CASE STUDY

# Rainwater Harvesting for Groundwater Recharge at BPTP

### Overview

In response to growing concerns over water scarcity and urban runoff, BPTP implemented a robust rainwater harvesting system as part of its broader water stewardship strategy.

### Implemented Solution

A **182 cu.m. rainwater harvesting tank** was installed, equipped with a **desilting chamber** to ensure water quality before recharge. The system is designed to manage runoff from a **net impervious area of 7,665 sq.m.**, comprising:

- **3,988 sq.m.** of cemented tile roofing (runoff coefficient: 0.95)
- **3,195 sq.m.** of paved area (runoff coefficient: 0.95)
- **4,210 sq.m.** of vegetated area (runoff coefficient: 0.20)

The harvested water is directed into **groundwater recharge pits**, contributing to aquifer replenishment and reducing surface runoff.

### Challenge

Urban development often contributes to reduced groundwater recharge due to impervious surfaces and inefficient stormwater management. BPTP sought to address this challenge by designing a system that captures and redirects rainwater to replenish natural aquifers.

### Impact Created

- Enhances **local water table levels**, supporting long-term water availability.
- Reduces **urban flooding risks** by managing excess runoff.
- Demonstrates scalable infrastructure for **climate-resilient urban development**.
- Supports **UN SDG 6** by promoting responsible water use and ecosystem restoration.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - **Water Stewardship**
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





## Infrastructure and innovation

Our developments feature closed-loop water management systems that drastically reduce discharge and optimize reuse. Each township is equipped with a dual plumbing network that distinctly separates potable and non-potable lines, allowing treated wastewater to be reused safely for landscaping, flushing, and other secondary purposes.

We are harnessing the power of technology through smart metering and automated monitoring systems that provide real-time insights into water consumption patterns. These systems help us detect leakages promptly, analyse usage trends, and improve operational efficiency by enabling proactive and data-driven management of this vital resource.

In addition, rainwater harvesting ponds, recharge wells, and permeable pavements have become integral components of our master plans. These features collect and reuse rainwater and contribute to groundwater replenishment, a major intervention in water-stressed regions such as Gurugram and Faridabad. Together, these solutions represent our commitment to developing resilient water infrastructure that supports both people and ecosystems.

## Future outlook

As we move forward, our focus is on scaling our water stewardship efforts and aligning them with our broader 2030 Sustainability Vision. We are continuously reimagining how water is sourced, managed, and returned to the environment, guided by innovation, collaboration, and measurable outcomes.

## By 2030, we aim to:

**Achieve**  
**100% wastewater treatment and reduce use of water by 50%** across all BPTP developments through expanded STP capacity and next-generation recycling systems.

**Integrate**  
smart irrigation technologies in all new landscape designs, using sensor-based moisture control to minimize water wastage.

**Enhance**  
rainwater capture capacity by strengthening our resilience against urban water stress and supporting groundwater recharge.

These initiatives reinforce our alignment with UN Sustainable Development Goal 6 – Clean Water and Sanitation, ensuring that every BPTP project contributes to responsible water use, ecosystem restoration, and long-term urban resilience.



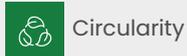
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - **Water Stewardship**
  - Circularity
  - Biodiversity
- People-Centric
- Appendix





### Circularity

#### Material Topic



#### Target

- ▶ Divert **100%** waste from landfill by 2030

#### UN SDGs supported



#### Sustainability standards supported

GRI 306

#### Policy Linked

Environmental Stewardship Policy  
[Refer this Policy](#)

At BPTP Limited, we are committed to embedding circular economy principles across the entire lifecycle of our real estate developments—from design and procurement to construction and operations. This approach is a key pillar of our **Environmental Stewardship Policy (www.bptp.com/esg)**, enabling us to reduce environmental impact, promote resource efficiency, and create long-term value for all stakeholders.

We apply the 4Rs framework— **Reduce, Reuse, Recycle, and Recover**, to guide our waste management strategy across construction and operational phases. Source segregation of dry, wet, hazardous, and non-hazardous waste is implemented at all project sites, along with on-site composting of biodegradable waste and responsible disposal through certified recycling partners. Wherever possible, construction materials are reused or redirected into alternate applications, and design for disassembly is encouraged to extend material life and support future reuse.

In advancing **water circularity**, we have adopted dual plumbing systems, water-efficient fixtures, and leak detection technologies to minimize freshwater use. Rainwater harvesting structures, greywater recycling systems, and sewage treatment plants (STPs) are integrated across our projects to enable safe reuse of water

for non-potable purposes like flushing, landscaping, and general cleaning. Smart irrigation solutions and drought-tolerant landscaping further enhance water-use efficiency while supporting local biodiversity.

During the **construction phase**, our efforts are focused on minimizing material and water wastage. We use STP-treated water for curing and implement water-saving techniques such as membrane curing and ponding. To improve construction efficiency and reduce resource consumption, we increasingly rely on modular building components, prefabrication, and streamlined logistics.

We also recognize that the success of a circular economy depends on informed and engaged stakeholders. BPTP conducts regular awareness and capacity-building programs for residents, site staff, and contractors to ensure the adoption of circular practices and compliance with relevant environmental standards.

Through these actions, BPTP is not only reducing its environmental footprint but also contributing to a regenerative built environment that aligns with global sustainability goals.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - **Circularity**
  - Biodiversity
- People-Centric
- Appendix





### Waste management

The increasing volume and complexity of waste generated by modern economies pose a significant threat to both environmental integrity and human health. At BPTP Limited, we recognize that waste minimization is the most effective strategy for mitigating environmental impact. In the real estate sector, new construction often demands substantial material inputs, which can lead to considerable waste, much of which traditionally ends up in landfills. To address this, our approach prioritizes material efficiency, reuse, and recycling. Where waste is unavoidable, we focus on recovering usable resources, energy, and promoting circular economy solutions.

We adhere to our Environmental Stewardship Policy, which includes a strong commitment to waste minimization and responsible waste management practices across all phases of our operations. BPTP collaborates with reputed contractors, vendors, and suppliers during the construction and operational phases of our projects. Our agreements mandate effective waste management, including hazardous and non-hazardous streams, as an integral requirement, monitored regularly through contractor performance audits.

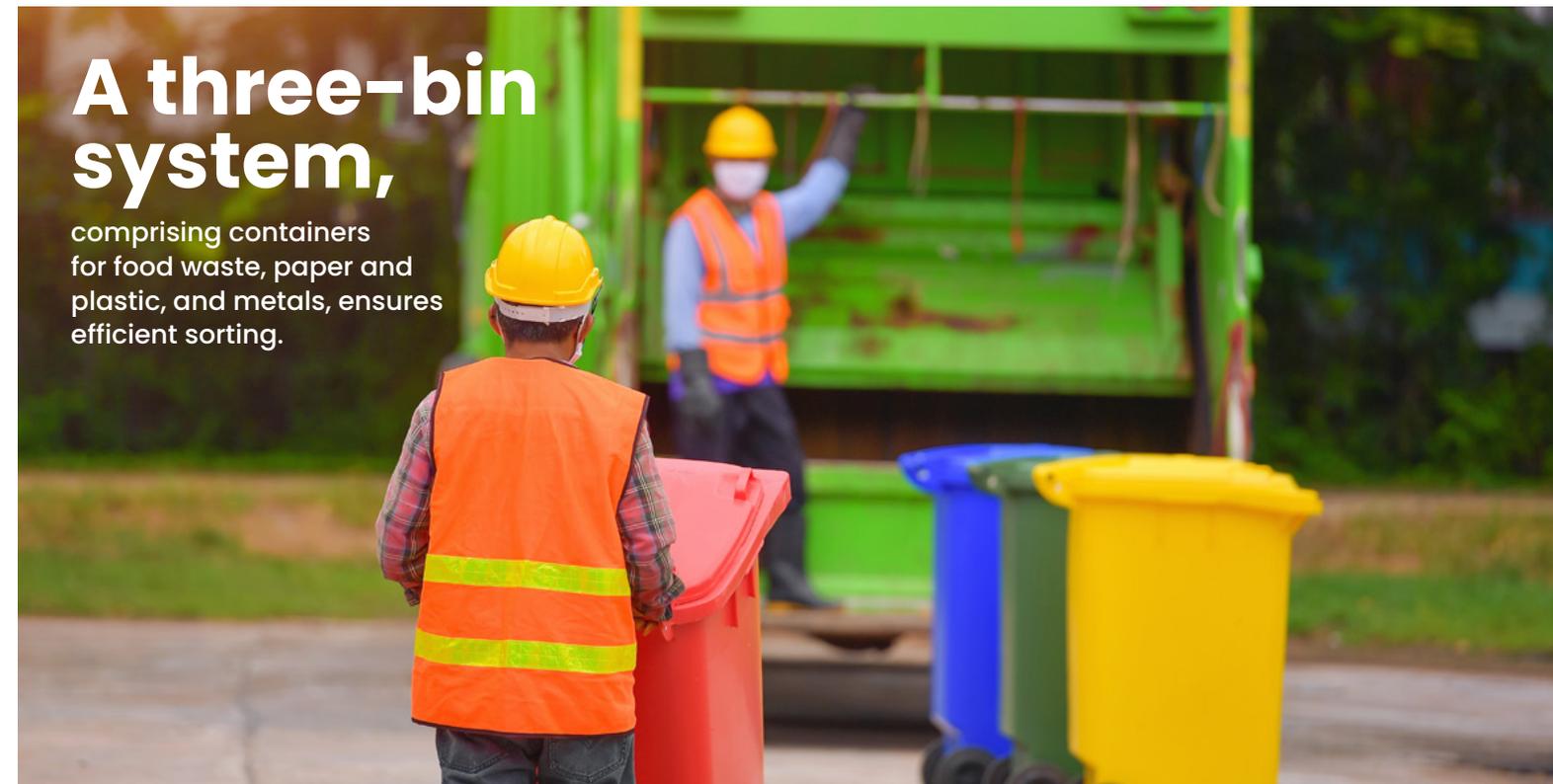
For construction-related waste, we have implemented a structured on-site segregation protocol. Waste materials such as debris, metal, wood, plastic, and glass are systematically separated and either

reused or sent for recycling. Site-in-charge personnel are responsible for maintaining detailed documentation, including gate passes and recycling challans, to ensure transparency and traceability of waste disposal and recycling activities.

At our Capital City project, we have introduced a comprehensive waste segregation system at the source. Each floor is equipped with multi-coloured

bins to facilitate separation of dry, wet, and electronic waste. A three-bin system, comprising containers for food waste, paper and plastic, and metals, ensures efficient sorting. Dedicated and clearly labelled waste collection rooms have been established for each category, enabling accurate segregation by staff, visitors, and other stakeholders. The facility team oversees the responsible sale of sorted waste to authorized recyclers.

To manage organic waste effectively, we have designated biodegradable bags and collection systems in pantry areas. These are used to collect food waste, which is then processed in our on-site organic waste composter. This compost is reused in our landscaping initiatives, closing the loop and enhancing soil quality and biodiversity within our premises.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - **Circularity**
  - Biodiversity
- People-Centric
- Appendix



# Circularity



## Sustainability Report FY 2024–25

By integrating waste segregation, recycling, composting, and documentation into our standard operating practices, BPTP reinforces its commitment to a circular economy. Our holistic approach to waste management ensures reduced landfill dependency, improved resource efficiency, and sustainable community development, reflecting our vision for a cleaner, greener future.

S.No	Waste Category*	FY 2024–25 (tonne) (Commercial)	FY 2024–25 (tonne) (Residential)
1	Plastic waste	-	-
2	E-waste	-	-
3	Biomedical waste	-	-
4	Construction waste	-	-
5	Battery waste	-	-
6	Radioactive waste	-	-
7	Other Hazardous waste	2.40	-
8	Other Non-Hazardous waste	144.30	45.62
9	Recycled	86.58	41.06
10	Reused	50.51	-
11	Other recovery operations	-	-
12	Incineration	-	-
13	Landfilling	7.22	4.56
14	Other disposal options	-	-

**178.15 MT** Total waste recycled/reused

**11.78 MT** Total waste disposed

**189.92 MT** Total waste generated

\*Note:

Assumption made for the waste calculation

The estimation of per capita waste generation for BPTP’s residential and commercial developments has been derived from the National Building Code (NBC) 2016, Part 9 – Plumbing Services (Including Solid Waste Management), Section 3: Solid Waste Management (Page 9, Clause 5: Assessment for Per Capita Waste Quantity).

As per NBC 2016, the total waste generation is assumed to range between 0.3–0.6 kg/day per capita for residential buildings and 0.1–0.2 kg/day per capita for commercial establishments. The composition of generated waste is typically categorized as 40% organic and 60% inorganic. Accordingly, the waste fractions are as follows:

Building Type	Total Waste Generation (kg/day/capita)	Organic Waste (40%)	Inorganic Waste (60%)
Residential	0.3–0.6	0.24	0.36
Commercial	0.1–0.2	0.08	0.12

Source: <https://dn790000.ca.archive.org/0/items/nationalbuilding02/in.gov.nbc.2016.vol2.digital.pdf>

During FY 2024–25, BPTP Limited continued to strengthen its waste management practices across its commercial and residential developments, focusing on segregation, recycling, and recovery.

No plastic, e-waste, biomedical, construction, battery, or radioactive waste was generated from operational activities during the reporting year, as such waste streams are either minimal or managed directly by authorized vendors at the source.

We generated approximately 292.97 tonnes of waste from our commercial operations and 168.34 tonnes from residential projects, categorized primarily as non-hazardous waste. A small quantity (2.40 tonnes) of

hazardous waste was recorded under the commercial segment, managed in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 through authorized recyclers.

This indicates that over 85% of the total waste generated across BPTP’s operations was diverted from disposal through reuse and recycling initiatives. We remain committed to enhancing material recovery rates, reducing landfill dependency, and promoting sustainable construction and operational practices consistent with SDG 11 (Sustainable Cities and Communities) and SDG 12 (Responsible Consumption and Production).



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - **Circularity**
  - Biodiversity
- People-Centric
- Appendix





### Biodiversity

#### Material Topic



Biodiversity

#### Target

- ▶ Increase **75%** of native flora & fauna across portfolio.

#### UN SDGs supported



#### Sustainability standards supported

GRI 304: Biodiversity 2016

#### Policy Linked

Environmental Stewardship Policy

[Refer this Policy](#)

At BPTP Limited, we view biodiversity as a cornerstone of sustainable urban development. We recognize that thriving ecosystems form the foundation of resilient cities, supporting air quality, climate regulation, water management, and community well-being. Guided by our Environmental Stewardship Policy, we are committed to protecting, restoring, and enhancing natural habitats within and around our project sites. This policy ensures that biodiversity values and ecosystem-based planning principles are embedded into all our decisions and throughout every stage of the project lifecycle.

Our biodiversity strategy is aligned with the United Nations Sustainable Development Goals (SDGs 14 and 15), which advocate for the conservation of terrestrial and aquatic ecosystems. At the project level, we integrate biodiversity considerations from site appraisal and design through construction and post-occupancy operations. Every new project begins with an ecological screening and baseline survey to identify existing flora, fauna, and environmental sensitivities. This approach helps us plan site layouts that minimize ecological disturbance and preserve natural systems.

We select project sites located away from eco-sensitive zones, wildlife corridors, and protected wetlands. Prior to project initiation, we secure all statutory and environmental clearances to ensure full compliance. When potential impacts are identified, we apply the mitigation hierarchy – avoid, minimize, restore, and offset – to

manage ecological risks responsibly. Through sustainable design strategies such as natural drainage conservation, permeable surface design, and native species landscaping, we work to maintain ecological balance and strengthen biodiversity corridors within urban settings.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - Circularity
  - **Biodiversity**
- People-Centric
- Appendix





### Portfolio-level highlights

As part of our long-term sustainability vision, BPTP continues to expand its green infrastructure footprint and integrate ecological design principles across all projects. Our landscaping initiatives focus on the preservation of native species, soil health improvement, and habitat restoration.

Location / Greenbelt	Area	Unit	Tree & Shrub Species	Total Trees	Total Shrubs
24 & 30 mtr Road Greenbelt	40,600	Sqm	Terminalia mantaly, Swietenia mahagoni, Ficus infectoria, Plumeria alba, Casuarina topiary, Jacaranda mimosifolia, Bottle brush, Tabebuia rosea, Conocarpus erectus, Hamelia patens, Areca palm, Canna indica	685	48,340
60 mtr Greenbelt	3,250	Sqm	Terminalia mantaly, Conocarpus erectus, Thevetia peruviana, Leucophyllum frutescens, Nerium oleander, Tecoma gaudichaudi	60	19,500
Sales Gallery	2,500	Sqm	Ficus benjamina, Areca palm, Plumeria alba, Raphis palm, Ficus longisland, Hamelia patens, Double Chandani	154	3,970
Greenbelt (Sector 61)	1,404	Sqm	Areca palm, Ficus benjamina, Golden bamboo, Conocarpus erectus, Hamelia patens, Golden duranta	45	850
Sample Flat Area	3.45	Acre	Rhapis palm, Cane palm, Radermachera, Conocarpus erectus, Ficus panda, Buddha bamboo, Foxtail palm, Madhu malti, Chamaedorea palm	—	2,327
Sector Road Greenbelt (10 Acre Commercial to Red Light)	4,160	Sqm	Mimusops elengi, Casuarina topiary, Bismarckia nobilis, Ficus retusa topiary, Plumeria alba, Bougainvillea, Hymenocallis littoralis	79	17,858
DPS Chowk to Discovery Greenbelt, Sector 80	8,140	Sqm	Terminalia mantaly, Conocarpus erectus, Nerium oleander, Tecoma gaudichaudi, Ficus panda	3,026	43,680
Greenbelt (BPTP Bridge to 10 Acre Red Light, Sector 81)	9,478	Sqm	Terminalia mantaly, Conocarpus erectus, Ficus panda, Canna variagated, Hamelia patens, Nerium oleander	1,207	31,432
Roundabout to DPS Chowk, Sector 80, Faridabad	3,000	Sqm	Terminalia mantaly, Ficus infectoria, Ficus sheila, Conocarpus erectus, Hamelia patens	150	13,800

Indicator	Unit	Value (FY 2024–25)
Total Green Area Developed	Sqm	72,032
Total Trees Planted	Count	5,406
Total Shrubs Planted	Count	181,757
Distinct Species (Trees, Palms, Shrubs & Bamboo)	Count	35+
Number of Greenbelt Locations	Count	9



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - Circularity
  - **Biodiversity**
- People-Centric
- Appendix





### CASE STUDY

## BPTP Capital City

A notable example of our commitment to biodiversity preservation can be seen at BPTP Capital City, where ecological resilience is embedded in the project's design and landscaping strategy. The development features **4,209.54 sq. m** of landscaped green area and includes the plantation of over **300** native and drought-tolerant trees and shrubs .

To enhance ecological functionality and aesthetic value, we have introduced a diverse palette of native and regionally adapted plant species, identified and selected in consultation with horticultural experts.

These species have been strategically planted along boundary walls, pedestrian pathways, podium gardens, and open spaces to create a multi-layered and ecologically functional landscape. This approach supports urban cooling, soil stabilization, dust suppression, and pollinator habitats, enhancing both ecological value and visual appeal. The plantation program is aligned with Central Pollution Control Board (CPCB) guidelines for greenbelt development.

Before construction began, we conducted a comprehensive ecological and land-use assessment through an independent consultant. The study confirmed that the site contained no existing trees, water bodies, or ecologically sensitive features, ensuring that the project would not disturb any natural habitats. Supporting documentation, including geo-tagged photographic and satellite evidence, has been maintained for transparency and compliance.



### Sustaining and enhancing ecological value

Our focus on biodiversity extends well beyond project completion. We place strong emphasis on long-term ecological performance through structured maintenance contracts that ensure soil health, plant vitality, and sustainable irrigation practices. All landscape maintenance follows organic and non-toxic methods, and regular monitoring is undertaken to assess plant survival rates, canopy density, and irrigation efficiency.

We also integrate complementary systems such as rainwater harvesting, stormwater recharge structures, and organic waste composting into our site designs to promote resource circularity and create

microhabitats that support biodiversity. In select projects, we are implementing green roofs, vertical gardens, and microgreens capes to expand green cover and improve air quality in high-density environments.

Recognizing that biodiversity conservation requires collective effort, we conduct awareness and training programs for our employees, engineers, contractors, and maintenance teams. These sessions emphasize the importance of biodiversity for climate resilience, urban livability, and community health. Our teams are trained to safeguard nesting areas, protect established vegetation, and ensure that construction and landscape management activities are conducted with environmental sensitivity.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - Circularity
  - **Biodiversity**
- People-Centric
- Appendix





## Partnerships and future commitments

We actively collaborate with horticultural experts, local authorities, and environmental organisations to enhance biodiversity outcomes across our developments. Moving forward, we aim to introduce pollinator gardens, rain-fed wetlands, butterfly zones, and bird perching areas in upcoming projects to foster ecological connectivity within urban environments.

Our future commitments are to be aligned with the Kunming-Montreal Global Biodiversity Framework (GBF), which seeks to halt and reverse biodiversity loss by 2030 and restore ecosystems by 2050. In this context, we are working towards measurable biodiversity goals that contribute to global targets such as:

## Protecting and restoring

natural habitats in and around urban developments.

## Enhancing

ecosystem connectivity through green corridors and ecological buffers.

## Promoting

native vegetation and pollinator-friendly planting across all new projects.

Our long-term goal is to achieve No Net Loss of Biodiversity, and eventually, a Net Positive Impact across our portfolio. To support this ambition, we are developing a Biodiversity Monitoring Framework to track and evaluate key performance indicators, including:

- Species Diversity Index
- Green Cover Ratio
- Ecosystem Service Value

These metrics will inform our planning and design strategies and strengthen our sustainability disclosures in alignment Global frameworks such as, Taskforce on Nature-related Financial Disclosures (TNFD) guidelines, Biodiversity Impact Assessment Framework (BIAF) and the Kunming-Montreal GBF.

Through these comprehensive measures, we are building an ecologically resilient and regenerative urban environment one that harmonizes growth with nature, enhances community well-being, and contributes to India's broader vision for a greener and more sustainable future. Our biodiversity journey is an ongoing one, driven by continuous learning, innovation, and a steadfast belief that urban development and ecological integrity can and must coexist.

## Building a regenerative future

Through these collective efforts, BPTP Limited is creating urban ecosystems that harmonize growth with nature. Our projects are designed not only as spaces to live and work but as **living landscapes** that restore ecological value, enhance climate resilience, and contribute to India's vision for a greener, more sustainable future.

Our biodiversity journey is ongoing, driven by innovation, continuous learning, and a steadfast belief that sustainable development and ecological integrity must progress hand in hand.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- **Planet-Positive**
  - Climate Change
  - Sustainable Buildings
  - Water Stewardship
  - Circularity
  - **Biodiversity**
- People-Centric
- Appendix





# Social



## Employee Wellbeing

- ▶ **566** Total Employees
- ▶ **1.06** hrs average training hours per employee (L&D)
- ▶ **100%** employees covered under health insurance

## Occupational Health & Safety

- ▶ **0** Lost Time Injury Frequency Rate (LTIFR)
- ▶ **20** no. of near miss incidents
- ▶ **24,75,040** safe man-hours

## Diversity, Equity & Inclusion (DEI)

- ▶ **14.84%** Diversity Ratio
- ▶ **11.35%** Gross wages paid to females

## Local Communities

- ▶ **4.5%** Of net profit spent on CSR projects.
- ▶ **35,336+** trees planted.

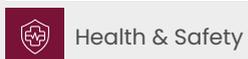
# People-Centric | Health & Safety



Sustainability Report  
FY 2024-25

## Health & Safety

### Material Topic



Health & Safety

### Target

- ▶ Obtain **ISO 45001** certification for 100% of development and standing sites
- ▶ Striving for **Zero Lost Time Injury** Frequency Rate (LTIFR)

### UN SDGs supported



### Sustainability standards supported

GRI 403-1 to GRI 403-10

### Policy Linked

Health & Safety  
[Refer this Policy](#)

## Commitment to Health, Safety, and Environment (HSE)

At BPTP Limited, we are committed to the highest HSE standards across all operations, with a goal of zero fatalities and zero reportable environmental incidents. This applies to employees, contractors, subcontractors, service providers, and partners at all sites. Our approach is guided by the Health, Safety, Environment, and Governance (HSEG) Policy and supported by robust management systems covering compliance, risk management, training, and emergency preparedness. We believe safety is a shared responsibility, where every individual is accountable for safe conduct, reporting hazards, and protecting colleagues and communities.

### Substance-free Workplace

We maintain a zero-tolerance policy for drugs and alcohol, prohibiting possession, use, or distribution at work. Testing is conducted during hiring, routine checks, or upon suspicion, with confidential support and rehabilitation available.

### Governance and Compliance

HSE governance follows a multi-tiered structure led by BPTP & BPMS Project Heads/Managers, supported by Project Managers, Site Engineers, and HSE Officers. Contractors must provide compliant machinery, certified operators, and qualified safety professionals

proportionate to workforce size. Governance measures include site-specific safety plans, monthly HSE committee meetings, training programs, emergency preparedness, and strict prohibition of substance abuse. Senior leadership reviews performance regularly, ensuring transparency and accountability.

Our framework complies with key Indian regulations, including BOCWA (Building and Other Construction Workers), CPWD (Central Public Works Department) Safety Code, BIS (Bureau of Indian standards) such as, (excavation, blasting, demolition, scaffolds/ladders), the Indian Electricity Act, the National Building Code, and the Environmental Protection Act, along with NGT guidelines. International standards such as OSHA are also referenced. Contractors must display emergency numbers and site-specific safety instructions prominently.



## Performance highlights: FY 2024-25

# 100%

training for the employees

### HSE Trainings

# Zero

### LTIFR Monitoring

# Zero

### High-consequence work-related injury

# 3152

### Contractor HSE Training (manhours)

# Zero

### Workplace Fatalities

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - **Health & Safety**
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





## Our approach to health & safety

At BPTP, safety is a core value. Guided by our HSES framework, we integrate safety into every stage of execution through:

- Zero Harm Commitment – striving to eliminate OHS incidents.
- Proactive Risk Management – detailed assessments, method statements, and a structured permit-to-work system.
- Training & Awareness – inductions, toolbox talks, refresher courses, mock drills, and medical facilities.
- Strong Governance – safety professionals empowered to monitor, stop unsafe work, and conduct audits.
- Recognition & Accountability – rewarding safe behaviour and enforcing a zero-tolerance approach to unsafe acts.
- Continuous Improvement – monitoring performance, auditing, and integrating lessons learned.
- Safe & Sustainable Workplace – building trust with employees, contractors, and communities.

## Hazard Identification, Risk Assessment & Control (HIRAC)

HIRAC is embedded into daily operations to anticipate and control risks. Hazards are identified through site inspections, worker input, and activity mapping; assessed using a structured 5x5 risk matrix; and controlled through elimination, engineering solutions, administrative measures, and PPE. Regular reviews, audits, and updates ensure continuous improvement.

By fostering vigilance and empowering workers to report unsafe conditions without fear, BPTP transforms HIRAC from a procedural exercise into a living practice that strengthens our proactive health and safety culture.

## Safety Practices integrated into operations

At BPTP, safety is integrated into every aspect of our operations. We proactively identify hazards, conduct risk assessments, and implement control measures following the hierarchy of controls, from eliminating risks to engineering solutions and personal protective equipment. Preventive systems such as mandatory work permits for high-risk activities, daily toolbox talks, site-specific orientations, and mock emergency drills ensure that workers are aware, prepared, and confident in responding to both routine and unexpected challenges. Independent audits, regular site inspections, and on-

site medical support further reinforce a strong safety framework. Recognition programs reward safe behaviours, highlighting the value of vigilance and reinforcing accountability across all levels of the organisation.

## Employee Health and Wellness

Our commitment extends beyond safety to the holistic well-being of our workforce. Guided by the HSEG Management System, employees and contractors benefit from free medical services, routine health screenings, and proactive mental health support. Training equips individuals to

identify hazards, respond appropriately, and maintain a “Zero Harm” environment. Confidential reporting channels and open feedback mechanisms create a safe and inclusive culture where employees can raise concerns without fear of reprisal. These health and wellness initiatives not only safeguard our workforce but also strengthen ESG performance, reflecting our social and governance responsibilities. Continuous improvement is achieved by incorporating lessons from incidents and active engagement with safety committees, ensuring that employee well-being remains a strategic priority.



## Sustainability Report FY 2024–25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - **Health & Safety**
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





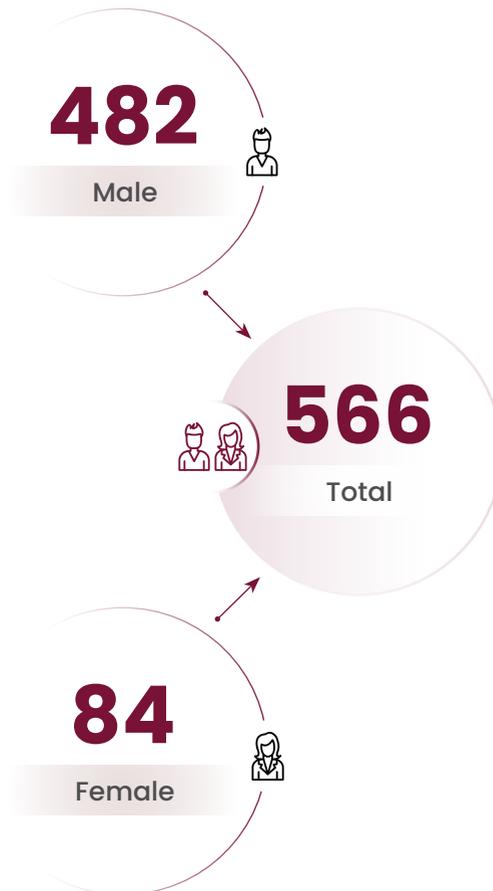
## Safety Training and Capacity Building

We recognize that sustainable safety can only be achieved through knowledge and skills. Our training and capacity-building programs cover all levels of the workforce, starting with induction for new hires and extending to toolbox talks, site-specific orientations, and specialized modules. Topics range from working at heights and handling hazardous materials to machinery operations and emergency preparedness. By integrating lessons learned from incident investigations into our training content, we ensure that our practices are always evolving with experience. Contractors and suppliers are also included in these initiatives, ensuring alignment with BPTP's standards across the value chain.

The strength of our HSE framework lies in its ability to adapt and improve. Leadership oversight through regular committee meetings, inspections, and reviews ensures that safety performance is continuously monitored. Insights from audits, near-miss reporting, and stakeholder feedback are systematically used to update policies and procedures. This cycle of learning and improvement creates resilience, helping us prevent recurrence of incidents, enhance preparedness, and build confidence at every level of the organisation.

## Employees covered under health & safety trainings

Employee Category  
FY 2024-25



## Safety trainings for Employees and Contractors

Category  
FY 2024-25

**566**

Employees

**688**

Average Training Hours

Contractors

**157**

All new hires undergo HSE training as part of induction.

Job-specific refresher trainings are given to employees at the business unit level.

**Total No of people covered under HSE induction training for employees**



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - **Health & Safety**
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





### Promoting a 'Safety First' culture

Beyond systems and training, BPTP fosters a culture where safety is a shared value and mindset. We empower employees to actively participate in safety management through committees, reporting channels, and anonymous feedback mechanisms. Workers are encouraged to refuse unsafe work and contribute to decision-making, instilling a sense of ownership and accountability. Leadership engagement ensures that improvements are practical, responsive, and continuously monitored. By reviewing incident reports, near misses, and audit findings, we apply lessons learned to refine procedures and training, creating a dynamic, adaptable safety system. This culture of transparency, vigilance, and proactive risk management underpins our Zero Harm philosophy and reinforces our commitment to safeguarding people, operations, and communities.

**Zero Absentee Rate due to Health and Safety Incidents/ Issues (employees)**

### Work-Related Injury and Health Performance Metrics

**24,75,040**

Hours

Total Man hours recorded

**24,75,040**

Hours

Total Safe man hours recorded

Indicator	Unit	FY 2024-25
Near Miss	Number	20
Fatality because of work-related injury	Number	0
Permanent Disability	Number	0
Rate of fatalities	Ratio	0
High-consequence work-related injuries (excl. fatalities)	Number	0
Rate of high-consequence work-related injuries	Ratio	0
Recordable work-related injuries	Number	0
Rate of recordable work-related injuries	Ratio	0
Main type of work-related injury	-	0
Recordable work-related ill health	Number	0
Lost days	Days	0
Lost days rate	Ratio	0

#### Notes -

- The rates have been calculated as (statistic count x 1,000,000) / total number of hours worked by all employees in the year reported. Hours worked by employees & value chain workers in FY 24-25 were ~xx lakhs and ~xx lakhs respectively.
- Lost time is an indicator of the loss of productivity for an organisation as a result of a work-related injury or ill-health. Work-related injury and ill-health arise from exposure to hazards at work and are directly related to the performance of work-related tasks. Lost Time Injury Frequency Rate (LTIFR) = (No. of lost time injuries in FY x 1,000,000) / (Total hours worked by all staff in same FY) was calculated & reported in the report as required under BRSR.
- Rate of fatalities as a result of work-related injury or Fatality Rate = (No. of fatalities as a result of work-related injury in FY x 1,000,000) / (Total hours worked by staff in the same FY)
- Total Recordable Incident Rate or Rate of Recordable work-related injuries = (No. of recordable work-related injuries x 1,000,000) / (Total hours worked by staff in the same FY)
- Rate of high consequence work-related injury or ill-health (Excluding fatalities) = (No. of high consequence work-related injuries excluding fatalities x 1,000,000) / (Total hours worked by staff in the same FY)

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - **Health & Safety**
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





**Way Forward – Levers for Strengthening Health and Safety at BPTP**

To strengthen health and safety at BPTP Limited, we focus on seven key levers that guide our continuous improvement and embed a culture of safety across the organisation:

<p><b>one</b></p> <p><b>Management Leadership</b></p> <p>We ensure visible, committed leadership that prioritizes health and safety as a core organisational value, driving accountability and resource allocation for effective safety management.</p>	<p><b>two</b></p> <p><b>Employee Participation</b></p> <p>Our workforce actively participates in designing, implementing, and monitoring safety measures, sharing insights on hazards, and continuously enhancing safety practices.</p>	<p><b>three</b></p> <p><b>Education and Training</b></p> <p>Comprehensive training programs provide all employees and contractors with the knowledge and skills to work safely, supported by refresher sessions and toolbox talks.</p>	<p><b>four</b></p> <p><b>Hazard Prevention and Control</b></p> <p>Control measures are implemented based on the hierarchy of controls, from elimination to personal protective equipment, to mitigate risks effectively.</p>
<p><b>five</b></p> <p><b>Hazard Identification and Risk Assessment</b></p> <p>We conduct ongoing evaluations to identify workplace hazards through inspections, risk assessments, and feedback systems, prioritizing preventive actions before incidents occur.</p>	<p><b>six</b></p> <p><b>Program Evaluation and Continuous Improvement</b></p> <p>Regular monitoring, incident analysis, and management reviews allow us to refine our health and safety systems, ensuring they adapt to emerging risks and evolving operational needs.</p>	<p><b>seven</b></p> <p><b>Management of Contractors and Suppliers</b></p> <p>We require contractors and suppliers to adhere to our stringent safety standards through prequalification, training, and continuous oversight, extending our safety culture throughout the supply chain.</p>	

Together, these levers form a framework that integrates policy, practice, and people to sustain a safer workplace, reduce risks, and uphold our commitment to zero harm.

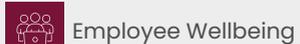
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - **Health & Safety**
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





### Employee Wellbeing

#### Material Topic



#### Target

- ▶ Achieve **top-quartile eNPS** in the industry.
- ▶ **GPTW** Certification by 2026.

#### UN SDGs supported



#### Sustainability standards supported

GRI 404-1 to 404-3

### Commitment to People-Centric Growth

At BPTP Limited, our people are the foundation of our continued success. We believe that sustainable growth begins with employee well-being and empowerment. Guided by our human capital philosophy, we foster a workplace that prioritizes safety, inclusivity, and long-term welfare. Our employee benefits and engagement programs are designed to nurture personal and professional growth while ensuring financial, physical, and emotional security.

Our commitment to employee welfare aligns with **SDG 3 (Good Health and Well-being)** and **SDG 8 (Decent Work and Economic Growth)**, reflecting our responsibility to build a resilient and motivated workforce that supports organisational excellence.



### Employee Benefits Framework

We offer a wide range of welfare programs covering life, health, and financial security to ensure that all employees and their families are protected.

#### Key Highlights of Leave Policy

##### Scope & Coverage

**Covered:** All employees - Probationers, Permanent staff, Retainers, and Management Trainees across all levels

##### Types of Leave & Entitlement (Per Calendar Year):

- ▶ Annual Holidays - Pre-defined by the organisation
- ▶ Earned Leave (EL) - 18 Days
- ▶ Casual / Sick Leave (CL/SL) - 12 Days
- ▶ Short Leave (2 Hours) - Twice a month
- ▶ Paternity Leave - 5 Days
- ▶ Maternity Leave - As per Maternity Benefits Act
- ▶ Bereavement Leave - 3 Days
- ▶ Comp Off - For a minimum of 8 working hours on Week Offs/Holidays

Benefit Type	FY 2024-25 Status
Life Insurance	Yes
Health Care	Yes
Disability and Invalidity Coverage	Yes
Parental Leave	Yes
Retirement Provision	Yes
Redundancy Payment	Yes
Accidental Coverage	Yes
Group Term Insurance	Yes
Stock Ownership	No



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix



## Employee Wellbeing



### Sustainability Report FY 2024–25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix

### Employee Well-Being Coverage

We maintain complete coverage of permanent employees under key welfare schemes. The table below covers the BPTP Ltd employees. The table below presents a breakdown of coverage for FY 2024–25:

Category	Total Employees (A)	Health Insurance (B)	% Covered (B/A)	Accident Insurance (C)	% Covered (C/A)	Maternity Benefits (D)	% Covered (D/A)	Paternity Benefits (E)	% Covered (E/A)
Permanent – Male	482	482	100%	482	100%	0	0%	0	100%
Permanent – Female	84	84	100%	84	100%	84	100%	0	0%
Total Permanent Employees	566	566	100%	566	100%	566	100% (Females)	0	-

Note: Paternity leave is effective from FY 2025–26

All permanent employees receive full health and accident coverage, while maternity and paternity benefits are available as per statutory provisions. Non-permanent employees are progressively being included under similar welfare initiatives.

### Life Insurance and Transition Support

Policy/Program	Coverage
Life Insurance for Employees	Yes – Term Life Policy (FY 2025–26)
Life Insurance for Workers	Yes – Term Life Policy (FY 2025–26)
Transition Assistance Programs for Retirement or Termination	Yes – Includes counselling and financial planning support

We provide compensatory life insurance coverage and structured transition programs to support employees and their families, ensuring continuity and stability during career transitions or unforeseen events.



## Employee Wellbeing



### Sustainability Report FY 2024–25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix

### Retirement Benefits and Social Security

Our long-term financial well-being initiatives ensure complete compliance with labour and employment regulations.

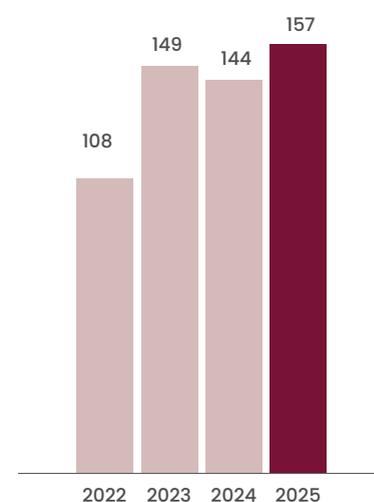
Benefit	FY 2024–25 – Employees Covered (% of Total)	FY 2024–25 – Workers Covered (% of Total)	Deducted & Deposited with Authority
Provident Fund (PF)	100%	–	Yes
Gratuity	100%	–	Yes
Employees' State Insurance (ESI)	0%	–	N.A.

### Employee Mobility and Workforce Dynamics

We continue to strengthen our workforce through strategic hiring and retention initiatives. 100% of the employee workforce are of Indian nationality across all management positions, including junior, middle and senior management.

#### New Hires in FY 2024–25

Total New Hires



Category (FY 2025)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	0	11	6	16	1	17
Middle Management	1	52	–	40	2	42
Junior Management	25	74	0	71	27	99
Total	26	137	12	127	30	157

Category (FY 2024)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	1	7	3	10	1	11
Middle Management	3	40	0	36	7	43
Junior Management	35	55	0	63	27	90
Total	39	102	3	109	35	144



# Employee Wellbeing



## Sustainability Report FY 2024–25

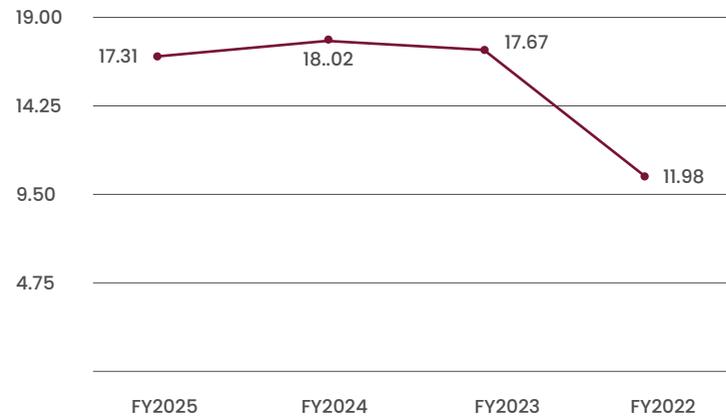
- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix

Category (FY 2023)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	0	8	2	8	2	10
Middle Management	39	53	1	73	20	93
Junior Management	0	43	3	39	7	46
Total	39	104	6	120	29	149

Category (FY 2022)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	0	7	1	7	8	3
Middle Management	3	34	1	36	38	31
Junior Management	21	40	1	46	62	46
Total	24	81	3	89	19	80

### Total Employee Voluntary Turnover in FY 2024–25

In FY 2025, the total employee turnover rate is 21.5% , where 93 are male, and 29 are female. There were 98 voluntary exits in FY 2025 which resulting in 17.31 % total voluntary turnover rate in FY 2025.



Category (FY 2025)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	0	7	2	9	-	9
Middle Management	2	41	5	37	11	48
Junior Management	21	38	6	47	18	65
Total						122
Total Employee Turnover Rate	21.5%					

Category (FY 2024)	<30 Years	30–50 Years	>50 Years	Male	Female	Total
Senior Management	-	3	-	2	1	3
Middle Management	1	33	1	29	6	35
Junior Management	16	36	1	40	13	53
Total	17	72	2	71	20	91
Total /Voluntary Employee Turnover Rate	18%					



# Employee Wellbeing



## Sustainability Report FY 2024-25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix

Category (FY 2023)	<30 Years	30-50 Years	>50 Years	Male	Female	Total
Senior Management	0	1	0	0	1	1
Middle Management	0	25	1	25	1	26
Junior Management	9	44	2	46	9	55
Total	9	70	3	71	11	82
Total /Voluntary Employee Turnover Rate		17.6%				

Category (FY 2022)	<30 Years	30-50 Years	>50 Years	Male	Female	Total
Senior Management	0	1	2	3	0	3
Middle Management	0	10	2	10	2	12
Junior Management	12	22	0	27	7	34
Total	12	33	4	40	9	49
Total /Voluntary Employee Turnover Rate		12%				

### Absentee Rate

Year

FY 2024-25

Absentee Rate

**1.1%**

The Absentee rate is based on the total number of days lost due to absenteeism of any kind such as individual sick leaves due to minor illness as well as personal days taken for undisclosed reasons.





## Health, Safety, and Engagement

BPTP’s Health and Safety programs ensure safe working environments across construction sites and offices. Key initiatives include:

- Regular health check-ups and safety awareness drives.
- Ergonomic assessments to prevent occupational injuries.
- Emergency response training and site safety audits.
- Employee wellness initiatives promoting work-life balance and mental health.

Our HR and Sustainability teams jointly review employee engagement metrics, conduct periodic feedback surveys, and foster open communication channels to promote inclusivity and collaboration.

## Future Focus Areas

BPTP continues to evolve its human capital agenda with a focus on long-term well-being and inclusivity. Our upcoming priorities include:

- Introducing daycare facilities and enhanced family welfare programs.
- Expanding wellness and preventive healthcare initiatives.
- Launching leadership development and upskilling programs to enhance employability.
- Implementing digital HR solutions for transparency and accessibility of benefits.

Through these actions, we reaffirm our commitment to nurturing a secure, equitable, and growth-driven work environment that empowers every employee to thrive personally and professionally

## Learning & Development

At BPTP Limited, learning and development (L&D) is recognized as a vital pillar for organisational growth and employee empowerment. The company is committed to creating a culture of continuous learning by offering a wide range of programs that address both technical competencies and behavioural skills. These initiatives are aligned with BPTP’s strategic objectives and are designed to support employees at various levels in their career journeys. The L&D framework at BPTP integrates digital learning, classroom workshops, and coaching to provide a comprehensive developmental experience.

## Our Approach

We adopt a strategic, employee-centric approach to L&D, founded on the principles of continuous improvement, inclusiveness, and business alignment. Our L&D strategy is designed to systematically upgrade workforce skills, foster professional growth at every level, and strengthen the organisational culture in a rapidly evolving business environment.

## Continuous Skill Upgradation

### Needs-Based Training Design:

Training needs and skill gaps are identified annually across all departments, involving a collaborative process that aligns learning programs to both individual aspirations and organisational objectives.

### Accessible Learning:

All core programs—including etiquette workshops and digital courses—are open to employees at every level, supporting democratized access to development opportunities and fostering a culture of merit and self-driven growth.

### Comprehensive Training Portfolio:

Our programs address a wide range of competencies, including technical skills (MS Project, Sales CRM), soft skills (Email/Corporate Etiquette), leadership development (Sales Leadership Coaching), and compliance/digital learning modules (POSH, LinkedIn Learning).



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





## Integration with Performance and Succession Management

### Performance-Linked Development:

L&D initiatives are mapped to performance management cycles, including goal setting, reviews, and appraisals, ensuring skills are developed in direct alignment with both individual roles and company strategy. SuccessFactors, MBO, and BSC frameworks are leveraged for effective mapping and tracking.

### Career Progression Support:

Structured mechanisms such as internal job postings (IJP), succession planning, and competency mapping nurture talent, strengthen leadership pipelines, and open transparent career advancement pathways for high-potential employees.

## Promoting Diversity, Well-Being, and Onboarding Excellence:

### DEI Commitment:

We actively champion Diversity, Equity, and Inclusion, with formal policies and training plans in progress, and periodic monitoring of gender representation and pay equity. Approximately 15% of the workforce comprises women, and inclusive hiring and safe workplace practices underpin our approach.

### Employee Well-Being:

Well-being is prioritized through the Employee Assistance Program (EAP) with Happymind, offering confidential support for mental health and resilience, further strengthening engagement and organisational health.

## Culture-Building Initiatives:

Technology platforms like Hrone are creatively leveraged to reinforce daily learning, policy awareness, and cross-departmental collaboration, encouraging shared ownership of corporate values.

### Structured Onboarding:

The Buddy Program provides personal guidance, accelerates cultural assimilation, and ensures a positive newcomer experience—supported by close feedback monitoring.

## Periodicity and Measurement

### Regular and On-Demand Training:

Programs are delivered both periodically (technical refreshers) and on-demand (soft skills, compliance, digital modules), with exhaustive cataloging and ongoing review to match evolving needs.

### Impact Monitoring:

The L&D and HR teams monitor output through engagement feedback, skill acquisition, participation rates, and case study outcomes (e.g., improved onboarding scores, culture-building metrics, well-being indicators).



## Governance

The governance of Learning and Development at BPTP Limited is firmly anchored in a structured, transparent framework overseen by the Human Resources and L&D teams. Clear roles and responsibilities are assigned for planning, implementation, and monitoring of all training programs, ensuring accountability and alignment with organisational goals. Continuous monitoring of key performance indicators, such as training participation, completion rates, and impact on employee performance, is conducted to guide ongoing improvements. Communication channels, including digital platforms like the Hrone HRMS system, ensure consistent dissemination of policy updates, learning opportunities, and feedback loops, reinforcing a culture of continuous learning and development throughout the organisation.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
    - Diversity, Equity and Inclusion
    - Human Rights
    - Local Communities
- Appendix



# Employee Wellbeing



## Sustainability Report FY 2024-25

### Performance Highlights: FY 24-25

In the reporting year, we undertook several future-focused initiatives to strengthen our people practices, with an emphasis on enhancing skills, fostering employee well-being, and building an inclusive culture to benefit both our workforce.

Initiative	Achievement
Training Programs & Hours	<ul style="list-style-type: none"> <li>191 participants onboarded through structured orientation programs, logging 382 hours.</li> <li>46 participants completed technical trainings totaling 976 hours.</li> <li>628 participants engaged in soft skills training, accumulating 157 hours.</li> <li>Total investment in employee training: INR 21 Lakhs</li> </ul>
Employee Well-being Initiatives	Regular programs including Emotional Intelligence workshops, mental well-being sessions with HappiMynd, and cultural engagements such as Yoga Day, Blood Donation Camps, and Diversity Celebrations enhance workforce resilience and satisfaction.
Learning & Development Coverage	100% of Board of Directors, Key Management Personnel, and all employees have received training on key compliance and sustainability topics such as POSH, ESG awareness, and Biodiversity principles.
Diversity & Inclusion policy	15% female workforce representation with ongoing DEI policy development and gender inclusion training initiatives.
Recognition & Rewards	Monthly badges and sales incentives encourage high-performance culture; social media channels amplify employee achievements.
Onboarding Success	The Buddy Program has achieved an average feedback rating above 4 out of 5, ensuring effective new hire integration and rapid engagement.
Employee Surveys	Comprehensive employee engagement surveys conducted periodically to align L&D strategies with workforce needs and improve workplace culture.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





## Learning and Development (L&D) Programs

We at BPTP offer a comprehensive suite of training programs aimed at enhancing employee skills and preparing them to meet evolving business demands. Our flagship initiatives include:

### — Build People to Perform

A structured six-month Sales Enablement Program designed to develop sales capabilities across teams. This program covers key modules such as market knowledge, customer engagement techniques, and practical sales methodologies to improve overall sales effectiveness.

### — MS Project Training

Specialized sessions for project teams to improve proficiency in project planning, scheduling, and execution using MS Project software, strengthening critical project management skills.

### — Sales Force CRM Tool Training

Digital training on the Sales Force CRM platform enhances customer relationship management, supports data-driven sales strategies, and improves pipeline management.

### — Email Etiquette and Corporate Etiquette Workshops

These soft skills programs are available to all employees, promoting professional communication standards and organisational decorum across departments.

### — Coaching for Sales Leadership

Targeted coaching initiatives focus on building leadership competencies among sales managers and team leads, emphasizing strategic thinking, team motivation, and performance management.

In addition to these core offerings, we incorporate digital learning platforms such as mandatory Prevention of Sexual Harassment (POSH) training and LinkedIn Learning, providing employees with flexible, on-demand opportunities for continuous skill development.

### Transition Assistance Programs

Currently, BPTP Limited does not have a formal transition assistance program to support employees during retirement, termination, or other career transitions. However, we provide informal support by retaining retired employees as retainers for approximately six months post-retirement, enabling them sufficient time and guidance to plan their subsequent career steps effectively.

## Internal Job Mobility

A total of nine employees were transferred internally as part of the organisation's job rotation practice to support skill enhancement and career development.

## Diversity, Equity & Inclusion (DEI) in Learning & Development

We recognize diversity, equity, and inclusion as foundational elements for building an engaged, innovative, and productive workforce. Women constitute approximately 15% of our employee base. We are actively developing formal DEI policies and structured training programs designed to foster an inclusive organisational culture. Our initiatives include setting gender diversity targets, conducting unconscious bias awareness sessions, and implementing inclusive hiring practices to ensure equitable opportunities at all organisational levels. Additionally, we are establishing monitoring mechanisms to assess progress in gender representation and pay equity.

## Integration of Learning & Development with Performance and Career Progression

Our Learning & Development strategy is deeply embedded within BPTP's Performance Management System (PMS). The identification of training needs follows a systematic process involving:

- Collaboration across departments to collect and analyse skill gaps.
- Mapping skill requirements to individual performance appraisals, goal setting, and annual reviews managed through the SuccessFactors platform.
- Utilizing the Management by Objectives (MBO) methodology combined with the Balanced Scorecard (BSC) framework to align individual goals with our company's strategic priorities.

This integration ensures that training initiatives are targeted, relevant, and contribute to measurable performance improvements. Career advancement is supported through mechanisms such as:

- Internal Job Postings (IJP) that provide opportunities for both lateral and upward mobility across functions and locations.
- Succession Planning, where we identify and nurture high-potential employees (HiPOs) through competency mapping and performance assessment, maintaining a robust talent pipeline for critical roles.
- Competency Frameworks to assess development needs based on current and prospective role requirements, enabling tailored learning paths.

This integrated approach ensures consistent talent development and leadership continuity across the organisation.



## Sustainability Report FY 2024-25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





### Trainings Provided at BPTP

Training Category	Topics Covered
Technical Training	<ul style="list-style-type: none"> <li>MS Project software proficiency</li> <li>Sales Force CRM platform usage</li> <li>Energy and sustainable building technologies</li> </ul>
Leadership Development	<ul style="list-style-type: none"> <li>Coaching for sales leadership</li> <li>Management skills for new and current leaders</li> <li>Strategic thinking and decision-making</li> <li>Grooming high-potential employees for future leadership roles</li> </ul>
Professional Certifications	<ul style="list-style-type: none"> <li>Industry-recognized certifications related to engineering and sales</li> <li>Continuous education through workshops and external courses</li> </ul>
E-Learning Platforms	<ul style="list-style-type: none"> <li>Mandatory POSH training</li> <li>LinkedIn Learning modules</li> <li>Self-paced digital courses on technical and soft skills</li> </ul>
Cross-Functional Trainings	<ul style="list-style-type: none"> <li>Soft skills including email etiquette and corporate behaviour</li> <li>Inter-departmental knowledge sharing</li> <li>Collaboration and innovation insights</li> </ul>
Human Rights Trainings	<ul style="list-style-type: none"> <li>Awareness on non-discrimination and equality</li> <li>Workplace harassment prevention</li> <li>Ethical conduct and compliance training including POSH</li> </ul>
Transition Assistance	<ul style="list-style-type: none"> <li>Informal retention of retired employees for transition</li> <li>Career counseling and coaching (planned)</li> </ul>

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





## Training Hours

### Total Training Hours for Permanent Employees

Category	FY 2024-25
Senior Management	306
Middle Management	102
Junior Management	196
Total	604

### Average Training Hours by Management Level

Category	FY 2024-25
Senior Management	4.6
Middle Management	0.54
Junior Management	0.63

### Average Training Hours by Gender

Category	FY 2024-25
Male	0.26
Female	2.07
Total	0.29

## Performance Evaluation

BPTP's performance management system is a transparent and structured framework that empowers employees and promotes accountability across all organisational levels. Employee performance is measured against clear objectives aligned with the company's strategic goals through a comprehensive evaluation process, which includes self-assessment, peer feedback, and managerial review. Anchored in the company's core values, the system addresses unconscious bias by providing awareness and mitigation training for evaluators. This approach fosters fairness, inclusivity, and a culture of continuous improvement across teams.

### Integrating ESG into Performance Metrics

We use a balanced scorecard system that integrates Environmental, Social, and Governance (ESG) indicators into performance evaluations and variable compensation, particularly for the management team. Linking individual performance with sustainability outcomes helps nurture a leadership culture that champions long-term value creation beyond financial results to generate sustainable business outcomes.

## CASE STUDY

### Better Utilization of Existing HRMS for Culture Building

#### Company

BPTP Limited

#### Objective

Awareness and Collaboration Enhancement

#### Overview

Historically, BPTP's Human Resource Management System (HRMS) was primarily used for attendance monitoring. Recognizing its untapped potential as a communication and engagement platform, the Learning & Development (L&D) team transformed HRMS into a daily content-sharing hub. The team regularly posts information on HR policies, the company's Code of Conduct, corporate etiquette, and sustainability initiatives. Collaboration was enhanced by partnering with key departments such as Sustainability, Sales, and Environmental Health & Safety (EHS) to ensure relevant and timely content. This initiative helped bridge information gaps, reinforced organisational values, and fostered a unified corporate culture.

#### Key Inputs

- Technology platform: Hrone HRMS system
- Cross-functional collaboration with Sustainability, Sales, EHS teams
- L&D team resources managing daily content updates

#### Key Outputs/Outcomes

- Increased employee awareness about company policies, ethics, and sustainable practices
- Enhanced cross-departmental collaboration and cultural alignment
- Greater employee engagement with HRMS as a trusted source of organisational information

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix

### CASE STUDY

## Employee Assistance Program (EAP) by Happymind

### Company

BPTP Limited

### Objective

Employee Well-Being

### Overview

BPTP partnered with Happymind to establish an Employee Assistance Program aimed at fostering emotional resilience and mental well-being across the organisation. Recognizing the direct impact of well-being on productivity, retention, and engagement, the program offers confidential and stigma-free access to mental health resources and counselling. The partnership enables scalable delivery across multiple departments and locations, aligning with emerging HR leadership practices that position employee well-being as a critical business success factor.

### Key Inputs

- Partnership with Happymind as training and counseling provider
- HR leadership championing emotional resilience initiatives
- Communication campaigns to encourage employee participation

### Key Outputs/Outcomes

- Proactive support for emotional resilience, leading to reduced burnout
- Confidential and safe environment encouraging higher participation rates
- Measurable improvements in employee productivity and retention
- Program scalability ensuring wide reach and accessibility

### CASE STUDY

## BPTP Buddy Program

### Company

BPTP Limited

### Objective

Smooth Onboarding and Cultural Assimilation of New Hires

### Overview

The Buddy Program was developed as a structured onboarding initiative to help new employees adjust quickly to BPTP's culture and work environment. Upon joining, each new hire is assigned a buddy, selected by the Head of Department in coordination with HR. The buddy acts as a formal and informal guide, facilitating introductions to relevant stakeholders and helping new hires become comfortable with organisational norms and expectations. The L&D team actively monitors the program by capturing feedback and interaction moments, ensuring continuous improvement.

### Key Inputs

- Stakeholders involved: Head of Department, Buddy, New Hire, L&D team
- Structured feedback capture mechanism by L&D to monitor effectiveness
- Communication and orientation resources

### Key Outputs/Outcomes

- Faster adjustment and onboarding of new hires leading to quicker ramp-up in performance
- Reduction in early employee complaints and attrition related to onboarding issues
- High satisfaction with the program, reflected in average feedback scores consistently above 4 on a 5-point scale from both buddies and new hires
- Strengthened workplace relationships and social integration for new employees





## Way Forward – Five Levers For Strengthening L&D

Looking ahead, we will strengthen our learning and development strategies by focusing on three key strategic levers.

01

### Future-Ready Workforce Program

We will promote peer-to-peer mentorship initiatives to encourage knowledge sharing and foster professional growth throughout the organisation. Foundational awareness sessions covering all 13 material ESG topics will be conducted for 100% of employees and Board members. Additionally, role-specific, detailed training will be provided to key personnel such as plant heads, administration, HSE, utilities, and CSR teams to deepen expertise on relevant material topics.

02

### ESG and KRA Integration

We will explore the long-term incorporation of ESG scorecards into the performance management framework for all employees. This linkage will help ensure alignment between individual objectives and BPTP's broader sustainability goals and commitments.

03

### Data-Driven Monitoring

We will continue to track critical KPIs, including the number of employee development programs conducted annually and the promotion rates among employees who have participated in these programs. This data will help measure the impact of learning initiatives and guide continuous improvement.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - **Employee Wellbeing**
  - Diversity, Equity and Inclusion
  - Human Rights
  - Local Communities
- Appendix





### Diversity, Equity and Inclusion

#### Material Topic



Diversity, Equity, and Inclusion

#### Target

- ▶ Increase gender representation to **40%** in the workforce **by 2030** beyond.
- ▶ **33%** representation in women in leadership roles **by 2035** and beyond.

#### UN SDGs supported



#### Sustainability standards supported

GRI 403-1 to GRI 403-10

#### Policy Linked

DEI Policy  
[Refer this Policy](#)

### Commitment to Inclusive Growth

At BPTP Limited, we believe that diversity, equity, and inclusion are not only moral imperatives but also strategic drivers of innovation and organisational resilience. Our DEI approach is grounded in the belief that diverse perspectives lead to more creative problem-solving and stronger business outcomes. We are committed to fostering a work culture that celebrates individuality, promotes equal opportunity, and ensures that every employee feels valued and empowered to contribute meaningfully to our shared success.

Our DEI agenda aligns with UN **SDG 5 (Gender Equality)** and **SDG 10 (Reduced Inequalities)**, underscoring our pledge to create a fair and inclusive work environment across all levels of operation.

The BPTP Group has strategies and policies in place that promote diversity, equity, and inclusion to ensure that all employees are treated with respect and have access to equal opportunities, regardless of their gender, race, ethnicity, religion, or any other characteristic. We make dedicated efforts to cultivate a diverse workforce in terms of both age and gender, recognising that such diversity significantly enhances our business performance.

However, there are industry-specific challenges. In the real estate sector, there is often a limited pipeline of diverse candidates with the requisite skills

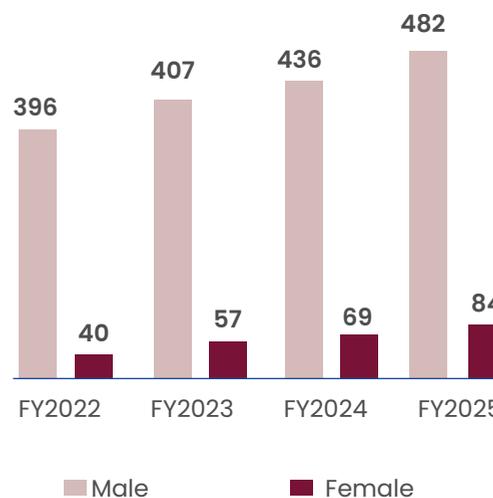
and experience. Women tend to show lower interest in on-site roles within the industry. Additionally, navigating and complying with various local and international diversity regulations and standards can be complex.

### Workforce Composition

As of 31 March 2025, BPTP employed a total of 566 permanent employees across senior, middle, and junior management levels. The distribution reflects a healthy mix of experienced professionals and young talent, contributing to a dynamic and multi-generational workforce. The employee numbers include personnel from BPTP Ltd as well as those employed under Sanctuary Clubs, BPTP International Trade Centre, and BPMS subsidiaries.

Total Employees	FY 2025	FY 2024	FY 2023	FY 2022
Male	482	436	407	369
Female	84	69	57	40

### Work Force – Gender classification



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - **Diversity, Equity and Inclusion**
  - Human Rights
  - Local Communities
- Appendix



# Diversity, Equity and Inclusion



## Sustainability Report FY 2024-25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - **Diversity, Equity and Inclusion**
  - Human Rights
  - Local Communities
- Appendix

Employee Category (FY 2025)	Total Employees	<30 Years	30-50 Years	>50 Years	Male	Female
Senior Management	74	2	46	26	68	6
Middle Management	193	4	172	17	170	23
Junior Management	299	69	222	8	244	55
Total Permanent Employees	566	74	433	49	482	84
Senior management	General Manager & Above					
Middle management	Manager to Deputy General Manager					
Junior management	Deputy Manager & Below					



Category	Definition	Base of given data	%
Women in Total Workforce	Percentage of women across all roles in the organisation.	All level (except contractors)	14.84%
Women in Senior Management	Women in top leadership or executive decision-making roles.	GM & above	1.06%
Women in management positions (including junior, middle, and senior)	% Women in top leadership or executive decision-making roles.	All level (except contractors)	14.84%
Women in Junior Management	Women in entry to mid-level managerial or supervisory roles.	Below GM	9.7%
Women in Revenue-Generating Roles	Women in functions directly contributing to company revenue (e.g., sales, BD, finance).	Sales, BD, Projects	4.3%
Women in STEM Functions	Women in Science, Technology, Engineering, and Mathematics-related roles.	IT, Civil, Architecture, MIS, Analyst	4%

# 14.84%

Women in Total Workforce

# 4 %

Women in STEM functions





### Gender Diversity

Gender inclusivity remains a cornerstone of our DEI strategy. As of FY 2024-25, women represent 14.84% of BPTP's permanent workforce, marking steady progress toward a more balanced gender ratio.

Women professionals hold significant roles across levels, from strategic decision-making in senior management to key operational and functional leadership roles. Our initiatives focus on creating a supportive environment through flexible work arrangements, maternity and paternity benefits, and return-to-work programs that encourage career continuity after life transitions.

We continue to strengthen our pipeline of female talent through leadership mentorship programs, equal pay assessments, and active representation in sustainability and innovation projects.

BPTP's workforce reflects a rich blend of age groups, combining youthful enthusiasm with seasoned expertise. Approximately 10% of employees are under 30 years, representing the emerging generation of professionals, while 79% fall within the 30-50 age group, forming the core of our experienced workforce. The remaining 12% are above 50 years, providing strategic insight and leadership continuity.

This balance ensures both agility and stability, encouraging innovation while



retaining institutional knowledge. BPTP also continues to invest in continuous learning, leadership development, and upskilling programs to support this diverse talent base.

To effectively monitor gender diversity and inclusion at BPTP, we have established a robust methodology and tracking system. We collect comprehensive demographic data for all employees, including gender, age, department, and role, through our HR information system, which is regularly updated to ensure data accuracy. We measure the percentage of women in the overall workforce as well as account for the total number of women in specific

roles such as senior management, middle management, junior management, and STEM functions. Additionally, we monitor promotion rates for women and assess pay equity to ensure that no gender-based pay gaps exist within the company.

As a company, we are constantly working to be more inclusive in our approach by retrofitting our buildings to accommodate people with special abilities. Our buildings are equipped with accessible features such as ramps at key locations and designated areas designed for the convenience of the differently abled. We have ensured that our offices are equipped with wheelchairs and other supportive amenities to meet

the needs of persons with disabilities. All infrastructure follows responsive design guidelines as prescribed by NBC norms to ensure that facilities are safe, inclusive, and accessible for all. The project also includes designated car parking spaces close to building entrances, along with dedicated toilets for differently abled individuals.

We believe that creating an equitable and inclusive environment is not just a business imperative, but a moral responsibility. With clearly defined goals and a focused approach, we continue to drive progress toward a workplace that reflects the diversity of the communities we serve.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - **Diversity, Equity and Inclusion**
  - Human Rights
  - Local Communities
- Appendix



# Diversity, Equity and Inclusion



## Sustainability Report FY 2024-25

### Employee and Board Remuneration

Our Board and employee remuneration highlights the distribution of employees among the Board of Directors, Key Managerial Personnel, and the broader workforce, along with corresponding salary and remuneration metrics for men and women.

Employee Category	Total Number	Avg Basic Salary – Men (₹)	Avg Basic Salary – Women (₹)	Avg Remuneration – Men (₹)	Median Remun./Salary/ Wages – Men (₹)	Avg Remuneration – Women (₹)	Median Remun./Salary/ Wages – Women (₹)
Board of Directors (BoD)*	2	20,19,960	-	35,34,766	35,34,766	0	-
Key Managerial Personnel	3	3,87,771	1,18,750	8,33,875	8,33,875	2,37,500	2,37,500
Employees other than BoD & KMP	551	66,270	47,591	1,39,045	81,545	1,00,425	70,416

\*Note: Only two Board of Directors members have been included, as they are the only members on the company's payroll structure.

Particular	FY 2024-25
Gross wages paid to females as % of total wages	11.35%

### Future Outlook

BPTP aims to advance its DEI journey through measurable, long-term commitments. The upcoming focus areas include:

- Increasing female representation to 20% by FY 2026-27.
- Introducing gender-neutral parental leave and enhanced returnship programs.
- Expanding training on unconscious bias, inclusive leadership, and cultural sensitivity.
- Strengthening partnerships with NGOs and industry groups to support diverse hiring.

Through these initiatives, we reaffirm our belief that inclusion is a collective responsibility, one that empowers individuals, enriches teams, and strengthens the organisation's purpose of sustainable value creation.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - **Diversity, Equity and Inclusion**
  - Human Rights
  - Local Communities
- Appendix





### Human Rights

#### Material Topic



#### Target

- ▶ **100%** of employees covered for human rights training
- ▶ Maintain **Zero** unresolved grievances.

#### UN SDGs supported



#### Sustainability standards supported

GRI 412-1,2,3

#### Policy Linked

Human Rights Policy  
[Refer this Policy](#)



### Human Rights Policy



Document Change Log

Version	Effective from	Effective from	Purpose of change
v1	15 <sup>th</sup> January 2025	1 <sup>st</sup> April 2024	New Policy release

BPTP has a standalone policy on human rights that aligns with national and international frameworks, including the Universal Declaration of Human Rights and ILO conventions. The policy covers key areas such as non-discrimination, fair labour practices, privacy protection, health and safety, and the prohibition of child and forced labour. It also emphasizes respect for indigenous communities and integrates human rights considerations across operations.

Apart from ensuring diverse representation across our workforce, we are committed to creating a safe and inclusive work environment for all our employees. We are strongly committed to preventing discrimination in the workplace and make focused efforts to promote an equal and fair environment. The company also established an effective grievance mechanism that allows employees to report any concerns related to forced labour, labour rights violations and discrimination at workplace to the Head of Human Resource through emails, without fear of retaliation. Mandatory gender sensitization and prevention of sexual harassment workshops are conducted regularly for all employees.

Our steadfast commitment to protecting Human Rights extends to our suppliers and contractors as well. For FY 2024-25, all our operations were assessed for Human Rights violations, and no significant concerns were reported. Additionally, we have a deep respect for our employees' right to freedom of association.

#### Number of Complaints

	FY 2023- 24	FY 2024- 25
No. of human rights violation	0	0
Other complaints reported	0	0
No. of grievances pending	0	0

We are committed to achieving complete human rights training coverage, ensuring that 100% of our employees are equipped with the knowledge to uphold and respect human rights principles. Additionally, we are currently developing a human rights due diligence process.

#### Grievance Mechanism

BPTP has established a structured grievance redressal mechanism to ensure that human rights concerns are addressed promptly and effectively. The process begins with the identification and reporting of issues through accessible channels, including the Company's Whistleblower Policy. All grievances are reviewed and investigated in a fair and confidential manner, followed by appropriate corrective actions where necessary. The Company also conducts regular training to raise awareness and encourage responsible reporting. BPTP has achieved 100% resolution of reported grievances, reflecting its commitment to transparency, accountability, and continuous improvement in human rights practices.

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - **Human Rights**
  - Local Communities
- Appendix





### Local Communities

#### Material Topic



Local Communities

#### Target

- ▶ Maintain the local hiring for new roles to as per the government mandate, **70%**.

#### UN SDGs supported



#### Sustainability standards supported

GRI 413-1,2

#### Policy Linked

CSR Policy

[Refer this Policy](#)



#### CSR Policy



RAJU PAUL

BPTP Limited has a formal and Board-approved Corporate Social Responsibility (CSR) Policy (<https://www.bptp.com/csr>), developed in accordance with Section 135 of the Companies Act, 2013. The policy reflects the Company's commitment to inclusive growth, environmental stewardship, and social equity. CSR initiatives are designed to contribute meaningfully to the communities in which BPTP operates, with a focus on improving the human development index and fostering sustainable livelihoods.

#### Members of the CSR Committee

Mr. Sudhanshu Tripathi	Whole-time Director
Mr. Anupam Bansal	Non-Executive Independent Director
Dr. Anoop Kumar Mittal	Non-Executive Independent Director

The CSR Committee comprises Mr. Sudhanshu Tripathi, Mr. Anupam Bansal, and Dr. Anoop Kumar Mittal, and is responsible for guiding, monitoring, and evaluating CSR activities. The Committee ensures that CSR projects are aligned with the domains listed under Schedule VII of the Companies Act, including education, healthcare, gender equality, environmental sustainability, and rural development. CSR activities are implemented either directly by the Company or through registered trusts, societies, or Section 8 companies with proven track records. BPTP also collaborates

with group entities and external partners to scale impact. All implementing agencies are registered with the Ministry of Corporate Affairs via Form CSR-1, ensuring regulatory compliance.

The Company prepares an Annual Action Plan detailing project selection, fund utilization, timelines, and monitoring mechanisms. CSR spending is tracked transparently, and any surplus generated is reinvested into CSR initiatives, not counted as business profit.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - **Local Communities**
- Appendix





## CSR Governance and Impact

CSR governance is jointly overseen by the Board of Directors and the CSR Committee, with periodic reviews and impact assessments conducted for projects exceeding ₹1 crore, as mandated. If the average CSR obligation crosses ₹10 crore, independent agencies are engaged for impact studies, with findings reported to the Board and disclosed in the annual report.

Our monitoring framework ensures that all CSR activities are executed with defined deliverables, budgets, and timelines. The Chief Financial Officer (CFO) certifies fund utilization, and the Board retains authority to make necessary adjustments for effective implementation.

## CSR Spent for FY 24-25 for BPTP Limited and its subsidiaries

During the financial year, the company allocated ₹6,53,72,777 towards Corporate Social Responsibility initiatives. The expenditure was primarily directed towards infrastructure development, projects promoting environmental sustainability, and healthcare support through the donation of ambulances. These initiatives reflect the company's commitment to community development, environmental stewardship, and improved access to essential health services.

Sl. No.	Name of the project	Description	Project Location	Amount Spent (INR)
1.	Environmental Sustainability Project	Ensuring environmental sustainability	Gurugram, Haryana	4,22,69,929
2.	Environmental Sustainability Project	Ensuring environmental sustainability	Faridabad, Haryana	1,62,60,230
3.	Project Bus Wait	Providing Bus Shelter in Faridabad	Faridabad, Haryana	72,018
4.	Project Warmth & Kindness	Providing Food, Blanket, Water bottles in Faridabad and Gurugram	Faridabad, Haryana	107,414
5.	Project Care on Wheels	Donating two Ambulances in Faridabad	Faridabad, Haryana	6,663,186



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - **Local Communities**
- Appendix





**CASE STUDY**

## Donation of Advanced Life Support Ambulances

### Background

As part of its CSR commitment to community welfare and accessible healthcare, BPTP Limited donated two state-of-the-art Advanced Life Support (ALS) ambulances to Amrita Hospital, Faridabad.

### Objective

To strengthen emergency medical infrastructure and ensure 24/7 availability of life-saving services for residents in Faridabad.



### Key Details

#### Ambulance Specifications:

Force T1 AMB 3350 FM2.6CR BSVI.2, fully equipped for critical emergencies.

#### Deployment:

Managed and operated by Amrita Hospital under a formal MoU.

#### Service Model:

Free ambulance services for all residents of BPTP residential societies.

#### Duration:

Partnership valid for 10 years, ensuring long-term impact.

### Impact

- Enhanced emergency response time across Faridabad.
- Improved accessibility to critical healthcare services.
- Strengthened collaboration between corporate and healthcare sectors for community well-being.

## Green Belt Development

To contribute to environmental sustainability, we have focused on developing green belts and around our projects located in sector 70A and 37D of Gurugram. These green belts not only beautify the area but also help in reducing air pollution, creating a healthier living environment. Our green belt development initiatives include planting trees, maintaining landscape gardens, and creating recreational spaces for the community. As of March 31, 2025, the total number of trees planted are 35,336 and all the trees are surviving.



- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- **People-Centric**
  - Health & Safety
  - Employee Wellbeing
  - Diversity, Equity and Inclusion
  - Human Rights
  - **Local Communities**
- Appendix



# Independent Assurance Statement



## Sustainability Report FY 2024-25

### Assurance Statement

Page 1 of 5



Add value.  
Inspire trust.

TUV SUD South Asia Pvt. Ltd. • 373-374, Udyog Vihar • Phase-II, Sector-20 • Gurgaon – 122016 • Tel.: +91 0124 619969

Page 2 of 5



#### Scope and boundary of assurance

We have assured data and information of the sustainability Indicators in the Report, pertaining to the Company's sustainability indicators for the period April 1, 2024, through March 31, 2025. We understand that the financial information in the Report is derived from the Company's audited financial statements.

Our assurance engagement covered the operations and activities of the Company for the following requirements:

- Verifying conformance with the Company's reporting methodologies
- Evaluating the accuracy and reliability of data for the selected indicators

Validation & Verification of sustainability indicators, information & data, based on our professional judgement, was conducted by multidisciplinary team including assurance practitioners, engineers, environmental & social experts of TÜV SÜD in the month of December 2025, for the Company (covering). The reporting boundary of this Sustainability report pertains to BPTP Limited and its subsidiaries) in line with the principle of materiality.

Name of the Subsidiaries of BPTP Limited

1. Sanctuary City Clubs Private Limited (Formerly Known as 'BPTP Hospitality Private Limited')
2. Gracious Buldoon Private Limited
3. Gallant Infrastructure Private Limited
4. Worthy Maintenance Services Private Limited
5. Rose Infracore Private Limited
6. Outlook Infracore Private Limited
7. Five Star Promoters Private Limited
8. Digital IT Park Infracore Private Limited
9. Business Park Maintenance Services Private Limited
10. BPTP International Trade Centre Limited

TÜV SÜD team has identified and selected following site and visited Corporate Office for verification:

- i. BPTP International Trade Center Limited, &
- ii. Corporate Office at BPTP Capital City, NOIDA.

In addition, all sustainability performance data of the Company were verified virtually through desktop verification.

#### Assurance Methodology

We conducted a review and verification of data collection, collation and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluate and assess the appropriateness of the quantification methods used to arrive at the sustainability information of the sustainability indicators in the Report
- Verification of the content and context, application of the report and sustainability indicators as mentioned in the GRI Universal Standards 2021 and SASB Standards
- Engagement through discussions with departmental heads, external stakeholders and corporate teams and concerned personnel to understand the process for collecting, collating, and reporting as per Assurance Engagements (ISAE) 3000 (Revised) and GRI Universal Standards 2021.
- Review of the sustainability initiatives, practices, on ground establishment, implementation, maintenance, and performance described in the Report.
- Review of data collection and management procedures, and related internal controls.
- Assessment of the sustainability reporting mechanism and consistency with the reporting criteria.
- Review of appropriateness of various assumptions, estimations and thresholds used by the Company for data analysis.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation.
- Verification of the fact that no material distortion has been done at any stage.
- Confirmation of the fulfillment Assurance Engagements (ISAE) 3000 (Revised) and fulfillment of the GRI Universal Standards 2021 Standard.

Our Assurance engagement covers the aspects of sustainability performance disclosures demonstrated and presented by the Company in the Report (as per GRI Universal Standards 2021) as mentioned below:

The scope of assurance covers the select non-financial disclosures based on reference criteria, as mentioned in the following table Disclosures

Topic	GRI Universal Standards 2021 Indicators
General Disclosures	2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-8, 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-18, 2-19, 2-20, 2-21, 2-22, 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 2-29

Page 3 of 5



Environment	GRI 101: Biodiversity 2024 (101-1)
	GRI 102: Climate Change 2025 (102-1, 102-2, 102-4, 102-5, 102-6, 102-7, 102-8)
	GRI 103: Energy 2025 (103-1, 103-2, 103-4, 103-5)
	GRI 303-Water & Effluent (303-1, 303-2, 303-3, 303-4, 303-5)
	GRI 304- Biodiversity (304-3)
	GRI 305- Emissions (305-1, 305-2, 305-3, 305-4, 305-5)
	GRI 306-Waste (306-1, 306-2, 306-3, 306-4, 306-5)
	GRI 308- Supplier Environmental Assessment (308-1)
Social	GRI 401- Employment (401-1, 401-2, 401-3)
	GRI 402: Labor/Management Relations (402-1)
	GRI 403- Occupational Health & Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)
	GRI 404 – Training Education (404-1, 404-2, 404-3)
	GRI 405- Diversity and Equal Opportunity (405-1, 405-2)
	GRI 406- Non-Discrimination (406-1)
	GRI 408- Child Labour (408-1)
	GRI 409- Forced or Compulsory Labour (409-1)
	GRI 413- Local Communities (413-1, 413-2)
	GRI 414- Supplier Social Assessment (414-1)
Governance	GRI 416- Customer Health & Safety (416-1, 416-2)
	GRI 3- Material Topics, (3-1, 3-2, 3-3)
	GRI 201- Economic Performance (201-1)
	GRI 204- Procurement Practices (204-1)
	GRI 205- Anti-Corruption - Business Integrity and Codes of Conduct (205-1, 205-2)

#### Inherent Limitations and Exclusions

There are inherent limitations in assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

TÜV SÜD has relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review.

The Assurance scope excludes the following:

- Data and information falling outside the defined reporting period (April 1, 2024 to March 31, 2025).
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based, we have been informed of by the Company that these are derived from the Company's audited financial records.
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.
- Any disclosures beyond those specified in the Scope section above.
- During the assurance process, TÜV SÜD did not visit any external stakeholder's premises, however few external stakeholders were interviewed as a part of the sustainability Report verification engagement.

#### Our observations

The Sustainability disclosures of the Company, as defined under the scope and boundary of assurance, are reliable and valid and the Company has

#### Independent Limited Assurance Statement to BPTP Limited on their annual Sustainability Report for the financial year 2024-25

#### Introduction and Engagement

BPTP Limited (hereinafter referred to as 'the Company') has developed its Sustainability Report (hereinafter referred to as 'the Report') which highlights their Environmental, Social & Governance (ESG) Performance, commitment and the progress they are making towards building a low-carbon, resilient future. The Report is based on the Global Reporting Initiative (GRI) Universal Standards 2021, the United Nations Sustainable Development Goals (UN SDGs), and the regulatory requirements under Business Responsibility and Sustainability Reporting (BRSR) and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard as well as other relevant international (UN SDGs- United Nations Sustainable Development Goals) standards/guidelines.

At the national level, Company disclosures are aligned with the Business Responsibility and Sustainability Reporting (BRSR) framework, reflecting their commitment to transparent governance.

TÜV SÜD South Asia Pvt. Ltd. (TÜV SÜD) has been engaged by the Company to conduct and provide independent limited assurance on the sustainability performances and parameters on the select non-financial disclosures of the Report for the period April 1, 2024, to March 31, 2025 as described in the 'scope, boundary, characteristics and limitations.

#### The Company's Responsibility

The content of the Report and their presentation are the sole responsibilities of the Management of the Company. The Company Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Reports, so that it is free from material misstatement.

The Company is responsible for ensuring that its business operations and activities comply with the applicable statutory and regulatory requirements. The Reports and disclosures have been approved by and remain the responsibility of the Company.

Ultimately, the SR Report and disclosures have been approved by and remain the responsibility of the company.

#### TÜV SÜD Responsibility

TÜV SÜD, in performing assurance work, is responsible for carrying out an assurance engagement and to provide independent limited assurance on the data and information related with sustainability performance of the Report in accordance with 'Scope & boundary of assurance' section below and as per our contract with the Company. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

#### Assurance standard and criteria

- We applied the criteria of "Limited" Assurance for non-financial information of the Report with respect to the year ended March 31, 2025.
- We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Standards Board.
- We plan and perform our procedures to obtain a meaningful level of assurance about whether the Report complies with GRI Universal Standards 2021, & SASB standards in all material respects, as the basis for our Limited Assurance conclusion.
- We referred to the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol as well as ISO 14064-1:2018 and ISO 14064-3:2019 for GHG emissions.

PAN No.: AABCCT0716G  
TAN No.: MUMT09385F  
Gurgaon GSTIN: 06AABCCT0716G1ZR  
Maharashtra GSTIN: 27AABCCT0716G1ZIN  
CIN No.: U74220MH1999PTC121330

Registered Office:  
TUV SUD South Asia Pvt. Ltd.  
TUV SUD House,  
ITI Road, Aurhdi,  
Saki Naka, Andheri (East),  
Mumbai – 400072, India.

Corporate Office:  
TUV SUD South Asia Pvt. Ltd.  
Sofiaire, 4<sup>th</sup> Floor,  
ITI Road, Aurhdi,  
Pune – 411007, India.

www.tuv-sud.in  
TUV®



# Independent Assurance Statement



## Sustainability Report FY 2024–25

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- **Appendix**
  - **Independent Assurance Statement**
  - GRI Content Index
  - Business Responsibility Sustainability Report (BRSR) Index

Page 4 of 5



appropriately consolidated data from different sources at the central level. The Company has made considerable efforts to ensure the consistency of data for this Report; however, the Company may continue to improve robustness of its data collection and collation process for environmental performances and GHG emissions accounting.

Our above observations, however, do not affect our conclusion regarding the Report.

### Conclusion

Based on the scope of this assurance engagement, the key indicators and leadership indicators, sustainability performance indicators disclosed in the report, we conclude that this report provides a fair and factual representation of the material topics, related strategies, and meets the overall content and quality requirements.

TUV SUD has evaluated the requirement in context of requirements of the ISAE 3000 (Revised), and in accordance with the GRI Universal Standards 2021 guidelines. Based on the methodology/procedures we have adopted and performed, no deviations have been observed, that causes us to believe that the information subject to the limited assurance engagement was not prepared in line with the requirement. We found that the information and data provided in all the sections and principles are consistent and adequate with regards to the reporting criteria.

### Our conclusions are outlined below:

**Governance, leadership and supervision:** The top management's commitment, business model promoting inclusive growth, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are represented adequately.

**Stakeholder Inclusiveness:** We have not identified any discrepancies in this aspect. Internal and external Stakeholder identification and engagement is carried out by the Company on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders.

**Materiality:** The materiality assessment process has been carried out, based on the requirements of Assurance Engagements (ISAE) 3000 (Revised), as per GRI Universal Standards 2021 considering aspects that are internal and external to the Company's context of the organization. The company has conducted materiality assessments during the reporting period as per GRI Universal Standards 2021, SASB guidelines and CSA S&P.

TUV SUD has reviewed Materiality Assessment report and interacted with the concerned departments on the responses provided in the report and impacts in broader terms. The Report fairly brings out the aspects and topics and its respective boundaries of the diverse operations of the Company in our view, the Report meets the requirements

**Responsiveness:** We believe that the responses to the material aspects are defined and captured in the Reports, in our view, the Reports meet the requirements.

**Completeness:** The Reports have fairly disclosed the general and specific standard disclosures including the Disclosure on Management Approach, monitoring systems and sustainability performance indicators as prescribed in the standards in accordance with the Core requirement. In our view the Reports meet the requirements.

**Reliability:** Most of the data and information was verified by the assurance team and found appropriate. Minor inaccuracies in the data identified during the verification process were found to be attributable to transcription and interpretation errors and these errors were corrected immediately. Therefore, in accordance with the ISAE 3000 (Revised) assurance engagement, TUV SUD concludes that the sustainability data, parameters, information, and indicators presented in the Reports are reliable and acceptable.

**Impact:** We observed and assessed that the Company has well-defined procedures to routinely monitor and measure their sustainability impact, and they have skilled subject matter experts who are driving sustainability effectively and efficiently.

**Consistency and comparability:** The information in the Report is presented in a consistent and comprehensive method. Thus, the principle of consistency and comparability is satisfactory.

During verification we did not come across any such instances or issues where we found anything which has an impact on the ecosystem and well as the neighboring infrastructure. In our view, the Reports meet the requirements.

Our statements do not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the reports

### Our Independence, Ethical Requirements and Quality Control

Our team comprises subject matter experts of multidisciplinary professionals, have complied with independence policies of TUV SUD, which address the requirements of the ISAE 3000 (Revised) in the role as independent Verifier. TUV SUD states its independence and impartiality and confirms that there is "no conflict of interest" regarding this assurance engagement. In the reporting year, TUV SUD did not work with the Company on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations.

TUV SUD was not involved in the preparation of any content or data included in the Reports, except for this assurance statement.

TUV SUD maintains complete impartiality towards any individuals interviewed during the assurance engagement. We have complied with the relevant

Page 5 of 5



applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality.

### Statement of Independence, Impartiality and Competence

TUV SUD South Asia Pvt. Ltd is an independent professional services company that specializes in Health, Safety, Social and Environmental & Sustainability services including assurance with over 150 years history in providing these services.

No member of the assurance team has a business relationship with the Company, its directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this assurance independently and we believe there to have been no conflict of interest.

TUV SUD has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Attestation,



Dr. Ashish Rawat, Technical Reviewer  
General Manager - Environment, Social & Sustainability Advisory Services  
TUV SUD South Asia Pvt. Ltd.  
374, Udyog Vihar, Phase II,  
Sector - 20, Gurugram - 122016  
Haryana, India.

Date: 14<sup>th</sup> January 2026





### GRI Content Index

DISCLOSURE	Pg no.
<b>GRI 2: General Disclosures 2021</b>	
2-1 Company details	8
2-2 Entities included in the company's sustainability reporting	3
2-3 Reporting period, frequency and contact point	3
2-4 Restatements of information	3
2-5 External assurance	94
2-6 Activities, value chain and other business relationships	10
2-7 Employees	86
2-8 Workers who are not employees	86
2-9 Governance structure and composition	23
2-10 Nomination and selection of the highest governance body	24
2-11 Chair of the highest governance body	24
2-12 Role of the highest governance body in overseeing the management of impacts	25
2-13 Delegation of responsibility for managing impacts	25
2-14 Role of the highest governance body in sustainability reporting	26
2-15 Conflicts of interest	26
2-16 Communication of critical concerns	26
2-18 Evaluation of the performance of the highest governance body	25
2-19 Remuneration policies	26
2-20 Process to determine remuneration	26
2-21 Annual total compensation ratio	13
2-22 Statement on sustainable development strategy	20

DISCLOSURE	Pg no.
2-23 Policy commitments	28
2-24 Embedding policy commitments	28
2-25 Processes to remediate negative impacts	19
2-26 Mechanisms for seeking advice and raising concerns	19
2-27 Compliance with laws and regulations	23
2-28 Membership associations	23
2-29 Approach to stakeholder engagement	15
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	17
3-2 List of material topics	18
3-3 Management of material topics	18
<b>GRI 101: Biodiversity 2024</b>	
101-1 Policies to halt and reverse	63
Biodiversity loss	63
101-2 Management of biodiversity impacts	64
<b>GRI 102: Climate Change 2025</b>	
102-1 Transition plan for climate change mitigation	39
102-2 Climate change adaptation plan	40
102-4 GHG emissions reduction targets and progress	42
102-5 Scope 1 GHG emissions	47
102-6 Scope 2 GHG emissions	47

- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- **Appendix**
  - Independent Assurance Statement
  - **GRI Content Index**
  - Business Responsibility Sustainability Report (BRSR) Index





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp’s Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- **Appendix**
  - Independent Assurance Statement
  - **GRI Content Index**
  - Business Responsibility Sustainability Report (BRSR) Index

DISCLOSURE	Pg no.
102-7 Scope 3 GHG emissions	47
102-8 GHG emissions intensity	47
<b>GRI 103: Energy 2025</b>	
103-1 Energy policies and commitments	44
103-2 Energy consumption and self-generation within the company	45
103-4 Energy intensity	45
103-5 Reduction in energy consumption	46
<b>GRI 201: Economic Performance 2016</b>	
201-1 Direct economic value generated and distributed	13
<b>GRI 204: Procurement Practices 2016</b>	
204-1 Proportion of spending on local suppliers	33
<b>GRI 205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	23
205-2 Communication and training about anti-corruption policies and procedures	23
205-3 Confirmed incidents of corruption and actions taken	23
<b>GRI 303: Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	56
303-2 Management of water discharge-related impacts	58
303-3 Water withdrawal	57

DISCLOSURE	Pg no.
303-4 Water discharge	57
303-5 Water consumption	57
<b>GRI 304: Biodiversity 2016</b>	
304-3 Habitats protected or restored	63
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	47
305-2 Energy indirect (Scope 2) GHG emissions	47
305-3 Other indirect (Scope 3) GHG emissions	47
305-4 GHG emissions intensity	47
305-5 Reduction of GHG emissions	48
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	61
306-2 Management of significant waste-related impacts	61
306-3 Waste generated	62
306-4 Waste diverted from disposal	62
306-5 Waste directed to disposal	62
<b>GRI 308: Supplier Environmental Assessment 2016</b>	
308-1 New suppliers that were screened using environmental criteria	32





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- **Appendix**
  - Independent Assurance Statement
  - **GRI Content Index**
  - Business Responsibility Sustainability Report (BRSR) Index

DISCLOSURE	Pg no.
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	75
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	75
401-3 Parental leave	75
<b>GRI 402: Labour/Management Relations 2016</b>	
402-1 Minimum notice periods regarding operational changes	75
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	68
403-2 Hazard identification, risk assessment, and incident investigation	69
403-3 Occupational health services	69
403-4 Worker participation, consultation, and communication on occupational health and safety	69
403-5 Worker training on occupational health and safety	69
403-6 Promotion of worker health	70
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71
403-8 Workers covered by an occupational health and safety management system	71
403-9 Work-related injuries	71
403-10 Work-related ill health	71

DISCLOSURE	Pg no.
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	83
404-2 Programs for upgrading employee skills and transition assistance programs	74
404-3 Percentage of employees receiving regular performance and career development reviews	81
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	88
405-2 Ratio of basic salary and remuneration of women to men	89
<b>GRI 406: Non-discrimination 2016</b>	
406-1 Incidents of discrimination and corrective actions taken	90
<b>GRI 408: Child Labour 2016</b>	
408-1 Operations and suppliers at significant risk for incidents of child labour	90
<b>GRI 409: Forced or Compulsory Labour 2016</b>	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	90
<b>GRI 413: Local Communities 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	91
413-2 Operations with significant actual and potential negative impacts on local communities	92





- Introduction
- Leadership Message
- 2025 Key Highlights
- Who We Are
- Engaging Our Stakeholders and Materiality Approach
- Bptp's Sustainability Approach
- Purpose-Driven
- Planet-Positive
- People-Centric
- **Appendix**
  - Independent Assurance Statement
  - GRI Content Index
  - **Business Responsibility Sustainability Report (BRSR) Index**

### Business Responsibility Sustainability Report (BRSR) Index

DISCLOSURE	Pg no.
<b>GRI 414: Supplier Social Assessment 2016</b>	
414-1 New suppliers that were screened using social criteria	32
<b>GRI 416: Customer Health and Safety 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	37
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	37

S.No	Parameter (as per BRSR Core Annexure I)	Pg no.
1	Total Scope 1 GHG Emissions	47
2	Total Scope 2 GHG Emissions	47
3	GHG Emission Intensity (Scope 1 + 2) per PPP adjusted revenue	47
4	GHG Emission Intensity (Scope 1 + 2) per unit of output	47
5	Total Water Consumption	56
6	Water Consumption Intensity	56
7	Water Discharge by Destination & Treatment Level	56
8	Total Energy Consumed	45
9	Percentage of Energy from Renewable Sources	45
10	Energy Intensity	45
11	Waste Generated (by type – plastic, e-waste, biomedical, hazardous, C&D, other)	57
12	Waste Intensity	57
13	Job Creation in Small Towns	92
14	Openness of Business	32
15	Gross Wages Paid to Women	89





**BPTP LIMITED**

OT-14, 3rd Floor, Next Door,  
Parklands, Sector-76, Faridabad,  
Haryana-121 004.

**BPTP CAPITAL CITY**

6th Floor, Plot No. 2B, Sector-94,  
Gautam Budh Nagar, Noida,  
Uttar Pradesh-201 301.

✉ [sustainability@bptp.com](mailto:sustainability@bptp.com)

☎ +91-8882-456-456