

## SOCIAL – TENANTS

# Making Our Tenants Feel at Home

Our tenants are core to our business. We understand that our business sustainability is premised on the experience we provide and the service we deliver to them. We are continually providing value-added solutions, fostering constructive engagement and curating unrivaled experiences in a thriving ecosystem where our tenants feel at home.

## TENANT WELFARE INITIATIVES



### Breathing Positivity

Reinforcing our commitment to community health and holistic wellness, we organized live virtual yoga sessions on International Yoga Day in collaboration with Crush Fitness. The sessions were conducted by yoga and lifestyle experts Sheeba Akashdeep, Ira Trivedi and Sunaina Rekhi and included live fitness workshops aimed at restoring the body and healing the soul. The campaign attracted 1,000 participants on Facebook Live and Zoom and over one million views on social media.

# 105

EMPLOYEES PARTICIPATED  
IN SAFE WORKPLACE CONTEST



**SOCIAL – TENANTS CONTD.**

**Ensuring Health & Safety**

We celebrated the 50<sup>th</sup> National Safety Day at our campuses in Delhi-NCR and Mumbai. The one-week campaign covered safety awareness communication, fire extinguisher operation training, Safety Pledge, use of Personal Protective Equipment (PPEs), mock emergency response drill and practical sessions on fire and safety.

We also celebrated the National Fire Service Week to create awareness on the importance of workplace safety across our campuses by hosting several activities on fire prevention and safety.

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FIRE WARDENS TRAINED AT CAMPUSES



**Towards a Safer Tomorrow**

We remain committed to the health and well-being of our employees, tenants and the communities in which we operate. We engaged with the local administration and government bodies to support the ongoing vaccination efforts. We executed mega vaccination drives for our tenants, our employees, the blue-collared staff and their family members. We also provided dedicated resources to United Way, a non-profit organization, to support healthcare infrastructure, including distribution of oxygen concentrators and medical equipment, benefiting over 150,000 lives a month.

66,000+

VACCINATIONS FACILITATED ACROSS CAMPUSES (AS OF SEPTEMBER 30, 2021)



**Azadi ka Amrit Mahotsav**

We celebrated the 75<sup>th</sup> “Azadi ka Amrit Mahotsav” with Green and Swachh SEZ themed line up of activities, including tree plantation drive, nukkad natak and standup comedy act organized across our assets in Mumbai and Delhi-NCR.



**The Fit Mind**

As part of our wellness initiative, we organized live virtual workshops such as the #TheFitMind to raise awareness on the importance of well-being and self-care. The sessions were hosted by the leading well-being experts - Dr. Marcus Ranney, Founder and CEO - Human Edge and Sonali Gupta, Clinical Psychologist talking about stress management and productivity.

6

NUMBER OF VIRTUAL WELLNESS WORKSHOPS ORGANIZED IN H1 FY22



**SOCIAL - EMPLOYEES**

# Fostering a Culture of People Growth and Empowerment

Our employees are the cornerstone of our business and we remain committed to keeping them engaged and empowered. We are continually investing in nurturing a culture that promotes holistic individual and collective growth. Safety and well-being is central to our employee value proposition, which we are reinforcing by providing them a safe and positive work environment conducive to their all-inclusive development.



**EMPLOYEE WELL-BEING**

As part of our wellness initiatives, we arranged weekly doctors' visits for free consultations across our campuses in Gurugram and Noida. We also launched 24x7 Employee Assistance and Counseling Services, covering areas like psychological and emotional stress, for our people and their immediate family members.



**EMPLOYEE ENGAGEMENT**

We engaged with our employees on a regular basis through The Pulse, our quarterly newsletter. We launched an employee engagement calendar for conducting theme-based activities, such as virtual sessions on stress management, work-life balance, yoga sessions, financial wellness and a Kahaani Camp for the children of our employees.

98

"PAT ON THE BACK" KUDOS AWARDS, GIVEN TO EMPLOYEES IN THE LAST TWO QUARTERS

**Learning and Development**

To ensure continued learning and development of our employees, we initiated several targeted initiatives, including training on communication and safety. About 60 employees attended the 15 sessions conducted with the National Productivity Council on energy, environment, water and waste management.



222

MANDAYS OF TRAINING CONDUCTED

4.7/5

AVERAGE FEEDBACK SCORE ACROSS TRAINING SESSIONS

**COVID-19 Support**

Our comprehensive COVID-19 support framework encompassed doorstep delivery of medicines and equipment, priority arrangement of sample collection, arranging of hospital beds and oxygen concentrators, tele-consultation and plasma donations. A survey on the support provided during the second wave of the pandemic showed that employees were highly content and strongly benefited.



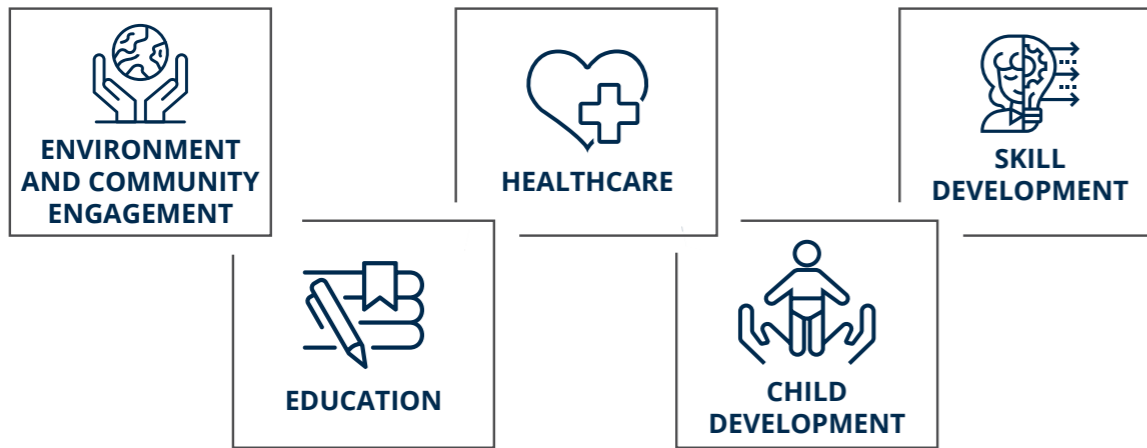


**SOCIAL - COMMUNITIES**

# Nurturing a Sustainable Community

We believe community engagement to be as much a measure of our success as business performance. We have adopted a multi-pronged approach to social investment, which is focused on capacity-building and supporting programs designed to create long-term, sustainable impact on these communities. We have appointed Sattva Media, a specialized social impact consulting firm, as our CSR advisory.

**FOCUS AREAS OF CSR INTERVENTION**



**Project Gurukul**

We have been supporting Earth Savors since 2017 in their 'Project Gurukul' initiative, which is focused on providing primary healthcare and foster care to more than 500 aged and disabled persons at its rescue center in Bandhwari village, Gurugram.

**Adoption of Tikri School**

We have adopted a school in Tikri, Haryana, with over 250 students, for three years to upgrade its infrastructure with specific focus on health and hygiene and for ensuring quality education and a conducive environment for the students and to enable community upliftment.

**Enhancing Learning Outcomes**

We have set up computer labs in five Govt. schools in Haryana to promote digital literacy. Through this initiative, we continue to maintain these computer labs and provide support for capacity building of teachers and delivery of curriculum.

**Mobile Crèches**

Through Mobile Crèches, we have been providing health and childcare services to children of construction workers and urban slums in Delhi-NCR.

**Project Careershala**

Have partnered with Alohomora, who have designed Project Careershala to empower children and support independent learners capable of making career choices that are aligned to their interests and strengths.

**Project Jivisha**

We are supporting Slam Out Loud, a non-profit organization, in their project to provide art-based education to students from low-income families and build their creative confidence.

**Maintaining Green Cover**

We have adopted public areas in Sector 135, Noida and in New Town, Rajarhat, Kolkata, to develop and maintain green areas. This has helped in ensuring clean and safe environment and improving the air quality.

**Helping Communities Battle COVID-19**

During the second wave of the pandemic, we made focused efforts to help communities.

- Got a Kent Oxygen Enhancer installed at a government hospital in Gurugram; and
- Distributed 15,000 packs of Ayush Kwath in Haryana.