



# ESG REPORT

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LODHA GROUP

# CONTENTS

<b>CEOs Statement</b>	2
<b>Overview</b>	4
<b>1. Planning &amp; Design</b>	
A. Sustainable Eco-system development	6
B. Strategic Partnerships and Consultants	10
C. Sustainable Cluster/Building Conceptualization	17
D. Certifications Undertaken	25
<b>2. Sustainability in Operations</b>	
A. Energy Conservation	27
B. Water Conservation	29
C. Environment friendly mobility services	32
D. Pandemic Resilience	34
<b>3. Our People and Community</b>	
A. Our People	36
B. Community	43
<b>4. Governance</b>	
A. Corporate Governance	50
B. Project Governance	52
<b>Our Performance</b>	54
<b>Awards &amp; Recognition</b>	60

# CEOs STATEMENT



As an organization which makes probably the longest-term impact: to our environment, urban fabric and the lives of those who live and work in our development, we shoulder a significant responsibility to do what is right for the current and future generations. With our average age of management team in early to mid-40s, we also recognize that the growth of our business will not only be shaped but also determined to a large degree to how well we are able to converge our business's goals with the larger Environmental, Social and Governance goals of the communities and nations that we live in. We have an unequivocal commitment to be a leader in this area and with this ESG report, we call upon all our stakeholders to help us better understand how we can make a lasting impact in making a positive contribution to our communities.

## SUSTAINABILITY VISION

We were lucky that very early in our growth journey, we were guided by Dr. Prem C. Jain, long-term leader of the Indian Green Building movement and a passionate believer in sustainable development.

Since 2005, we have strived to ensure that our design, execution and operations augment and strengthen the natural ecosystem that we are a part of.

We care about the environment because we care about our children – future generations deserve to be a given a better earth than what we inherited.

Over the past few years, as climate change and sustainable development have become ever contextual, we have realized that our responsibility is even bigger than we had understood in the 2000s. With 8,000+ homes and millions of sq. ft. of office and industrial space being designed and delivered by our company, we have strived to set the benchmark in India for high quality and sustainable development, across different price segments and asset classes. Whether it is India's first office building powered by 90%+ renewable power or being the first developer to offer 5 star rated ACs as a part of standard fitting or planning for a car-free city centre in Palava or 100% recycling of waste water across our developments, we have done whatever we could to ensure that sustainability becomes a way of life for our company and the vast ecosystem of suppliers, workers and inhabitants that we bring together.

By 2025, our vision is to ensure that atleast 90% of the area developed by us is designed, built and operated at the level of platinum green rating or better. By 2035,

we aim to be a carbon-neutral company. We hope that with ever improving technology, will be able to meet these goals sooner than planned and aim even higher.

### **SOCIAL VISION**

Guided by the legacy of the founding family of this company, which has focussed on public service for many decades, our company, through the Lodha Foundation, works to make an active and positive difference in our society. With a focus on ensuring employability of atleast one member of each family (which we believe ensures the long-term upliftment of the entire family), we focus on primary, secondary and tertiary education enablement, technical training / skill building and self-help groups which support women to setup businesses.

### **DIVERSITY VISION**

We believe in the paradigm of talent first and ensure that no other reason determines the success of individuals in our ecosystem. We are background neutral in our recruitment, vendor management and sales

processes and actively promote gender diversity at all levels of our organization.

### **GOVERNANCE VISION**

Our organization strongly believes that trust is the bedrock of any successful enterprise. Furthermore, success in the housing industry in India has become increasingly driven by how trustworthy potential customers perceive a developer to be.

Our eminent Board of Directors guide us with a view to ensure continuous improvement in transparency and processes. From our 'no gift' policy to our robust (and often rambunctious) internal audit reviews, from our Prevention of Sexual Harassment committee to our whistleblower reward process, we are committed to striving to achieve extremely high level of governance and transparency across all areas of our business.

**Abhishek Lodha**

*Managing Director & CEO*

# OVERVIEW

Lodha Group is the largest real estate developer in India, by Revenues for the financial year 2020 i.e. consolidated revenue of Rs 12,486 for FY2019-20. Our core business is residential real estate developments with a focus on affordable and mid-income housing. Currently, we have a large portfolio of residential projects in the MMR and Pune. In 2019, we forayed into the development of logistics and industrial parks. We also develop commercial real estate as part of mixed-use developments in and around our core residential projects.

Our Company was founded in 1980s and is led by Abhishek M. Lodha, who has been our Managing Director since 2010. We have a leadership team of experienced professionals, with relevant functional expertise across different industries, who are instrumental in implementing our business strategies. We commenced our operations in Mumbai, developing affordable housing projects in the suburbs of Mumbai, and later

diversified into other segments and regions in the MMR and Pune.

Lodha Group has always been committed to operate in a sustainable manner. All our guiding principles and practices which are embedded into our day to day operations strives and has sustainability at its very core. Hence our processes, policies and practices positively impacts the ESG indicators i.e. Environmental (impact with regards to natural environment), Social (impact with regards to the internal and external people organization interacts) and Governance indicators (impact with regard to its formalized governing infrastructure, transparency, roles and responsibilities and accountability)<sup>1</sup>.

These ESG indicators are covered under 4 broad strategic focus areas:

1. Planning & Design
2. Sustainability in Operations
3. Our People and Community
4. Governance

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# PLANNING & DESIGN



All our projects from the very start are designed, planned and executed incorporating the best practices from across the globe. We have also partnered with some of the finest players &

consultants both domestically and internationally, who have helped us in developing some of the most iconic structures and townships. 4 key sustainability elements include:

SUSTAINABLE ECO-SYSTEM  
DEVELOPMENT

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STRATEGIC PARTNERSHIPS  
& CONSULTANTS

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SUSTAINABLE CLUSTER /  
BUILDING CONCEPTUALIZATION

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CERTIFICATIONS –  
LEED GOLD / 5 STAR



# SUSTAINABLE ECO-SYSTEM DEVELOPMENT

Our projects are planned such that they are more than just a home, rather an eco-system which provides maximum liveability elements in one place i.e. be it schools, offices, club houses, green spaces, retail, etc. This ensures a superior quality of life for residents residing in our projects. Further as the key elements are within the project itself it significantly minimises the need to travel for basic needs and recreational activities, which has a positive impact on the environment.

Few examples of our iconic projects along with the amenities are highlighted below:

**PALAVA** – is an integrated smart city that is being developed near Mumbai. Vision is to develop as a “pedestrian first” smart city designed to have all the basic amenities within walking distance. Amenities include commercial spaces, club houses, high street retail, sports complex, mall, schools, open spaces, green spaces, religious places, etc.

**WORLD TOWERS** – Comprises of most iconic towers such as World Crest, World One and World View. Amenities include sports zone, spa managed by globally renowned spa chain, fitness centre, rejuvenation centre, religious places, open spaces and other facilities. Further the commercial centre i.e. One Lodha Place is located at a key commercial hub of Mumbai, thus minimizing work related commute.

**LODHA AMARA** – is an approximately 40 acre neighbourhood being developed by Lodha in Kolshet road, Thane. Part of a larger integrated mixed use Masterplan that comprises of office buildings and a retail development, further there is nearly 1:1 ratio between residential flats and office occupants, providing a significant boost to “walk to work”. Proposed amenities include a private forest, clubhouse, 5000 sqft gym and indoors sports complex, religious places, Walking trails, Party Venues, large green and open spaces, theatres, meditation spaces and other facilities.

**LODHA PARK** – Amenities and facilities proposed include 7 acre park, 50,000 sqft clubhouse, world class health club, full sized cricket pitch, swimming pools, organic café, a wide variety of gardens, business centre, cycling and jogging track, retail boulevard, open air amphitheatre and other facilities.

**NEW CUFFE PARADE** – Spread across approximately 23 acres, is a mixed-use development of land comprising residential apartments with eco-friendly apartment designs and commercial buildings located at Wadala, Mumbai. The facilities and amenities include 15 acres of manicured green landscapes, school, green walls, sky gardens, clubhouse, spa, concierge service, organic farm, outdoor activities, cricket field and other facilities.

# Case Study

**Palava is developing India's first smart and sustainable city development, the ultimate commitment to sustainability.**

Palava is spread over 4,500+ acres (1/4th the size of the island city of Mumbai), Palava, Mumbai's sister city, is the largest Greenfield private development initiative in the world. Palava aims to be amongst the

Top 50 most liveable cities in the world. Sasaki and Buro Happold had done the original master-planning for the initial 3,000 acres in line with the global aspiration and being the first green smart city in India. Palava has been designed and is being built on a 5P framework - Planned, Place, Pulse, Potential and Prudent, to capture the best of the global cities.



## PLANNED

Right from the beginning, Palava was planned as a truly green and smart city that translates into 25% green spaces, open spaces at 8 sqm per person (which is 4X of MMR) and walking oriented with all key requirements within a 5/10/15 minute walking distance. The image below shows an illustration of the 5/10/15 min concept.



## PLACE

Palava is located in the heart of the triangle of growth i.e. Thane, Kalyan and Navi Mumbai. It is well connected by road today with further major infra enhancements planned. Currently Palava is ~60 to 75 minutes from Southern Mumbai (Fort) and ~30 minutes from upcoming airport in Navi Mumbai.



## PULSE

Palava fosters and seeds arts, culture and sports through a participative, citizen-driven process - with the goal of creating opportunities and experiences for the community. Citizens in Palava always have something to look forward to every week, be it weekend Go Green Tours, elite sport tournaments, art performances or weekly health camps. Each neighborhood is planned with a clubhouse, school, temple, retail that become community hubs (like Singapore). Palava already has a 500,000 sqft mall with major international brands for shopping and entertainment and much more planned by 2025.



## PRUDENT

Palava has been designed as a truly sustainable city that reduces consumption of precious natural resources like ensuring 100% water recycling, lowered energy needs (part of common areas powered by solar energy and use of efficient appliances), 200,000 trees that ensure the highest Air Quality Index (AQI) of 60-70, latest technology systems (cameras, alarms, access controls, etc.) reducing need for physical manpower, low flow water fixtures lowering potable water needs, 100% waste management and wide range of environment friendly mobility services (bus services, carpooling, cycles, etc.). As a result Palava has one of the lowest per capita water consumption in urban India, low energy needs, largest private shuttle fleet, waste management plant being “showcase” for local municipality and best air quality in the MMR region.



## POTENTIAL

With the aspiration of at least 1 direct job per household, focus is on commercial spaces & infra for sectors which have potential to create jobs and strong economy within Palava. The key focus areas going forward for Palava are Offices, entertainment & tourism, education, Industrial/Logistics Park, Media, services to support residents and the work force and real estate construction and infrastructure.

At Palava we have also closely worked with Rocky Mountain Institute (who are the leaders in the field of sustainability) with a critical objective of the engagement being for RMI to support Palava in realizing its potential to become a net-zero energy (NZE) district. The link highlights the role of RMI and the focus Palava has towards sustainability <https://rmi.org/designing-the-city-of-the-future-and-the-pursuit-of-happiness/>

# STRATEGIC PARTNERSHIPS AND CONSULTANTS

Lodha Group has partnered with some of the best in class players domestically and internationally across different aspects of project development which has helped in implementation of the latest technologies and sustainable practices, highlighting a few key partners for reference:

## ARCHITECTS

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**PEI COBB FREED & PARTNERS**

### Pei Cobb Freed & Partners

Pei Cobb Freed & Partners is an American architectural firm based in New York City, founded in 1955 by I. M. Pei and other associates. The firm has received numerous awards for its work.

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PLP/ARCHITECTURE

### PLP Architecture

PLP Architecture is an architecture firm based in London. In June 2016, the firm received planning permission for 22 Bishopsgate, the tallest tower in the City of London.

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**KAPADIA ASSOCIATES**  
DESIGN LLP

### Kapadia Associates

Kapadia Associates is an architectural design firm with a comprehensive approach to design, and a diverse range of work that encompasses master planning, architecture, interior design and creating retail identities.

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**Architect  
Hafeez  
Contractor**

### Hafeez Contractor

Architect Hafeez Contractor [AHC] is the leading architectural design consultancy firm, of India. As of 2019, he was the architect of the three tallest buildings in India.

## W O H A

### WOHA

WOHA is a Singapore-based architecture practice, established in 1994. They have built over fifty projects throughout Southeast Asia, China and Australia, including residential towers, public housing estates, mass transit stations, hotels and cultural institutions.

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## STRUCTURAL DESIGN

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### Ramboll



Ramboll is a global engineering, architecture and consultancy company founded in Denmark in 1945. Has over 16,500 experts who create sustainable solutions across buildings, transport, water, environment & health, architecture, landscape & urbanism, energy and management consulting.



### Struct Bombay Consultants

Leading Structural consultancy firm in India having office at Mumbai. It was established 27 years ago.

### Whitby Wood



Whitby Wood, London-based firm. They have global operations and are highly experienced in the British and international construction industries.

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## BUILDING SERVICES AND SPECIALIST SYSTEMS

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### Buro Happold



Buro Happold is a British professional services firm since 1976 that provides engineering consultancy, design, planning, project management, and consulting services for buildings, infrastructure, and the environment.



#### AECOM

AECOM is the world's premier infrastructure firm, partnering with clients across the globe, solving some of the most complex problems

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#### Schneider Electric

Schneider Electric SE is a European multinational company providing energy and automation digital solutions for efficiency and sustainability.

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#### Suez

Suez is a French-based utility company which operates largely in the water and waste management sectors. Suez is the largest private water provider worldwide, by number of people served.

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#### TCE

Established in 1962, TCE has completed about 10,000+ projects in over 55 countries.

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### LANDSCAPE

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#### Prabhakar Bhagwat

Prof. Bhagwat is regarded as the first qualified landscape architect in India and one of the founders of the profession in the country. He started his design studio, M/s. Prabhakar B. Bhagwat in 1973.

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#### STX Landscape

STX Landscape Architects is a professional design consulting firm based in Singapore, providing services in Landscape Architecture, Urban Design and Master planning.



## INTERIOR DESIGN

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### Studio HBA

Studio HBA is a division of Hirsch Bedner Associates (HBA), the world's leading hospitality design firm.

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### Wilson Associates

Founded in 1971, Wilson Associates is an internationally recognized, award-winning full service interior architectural design firm. They have created some of the world's most iconic, avant-garde spaces, among them the Conrad Koh Samui; The Venetian Las Vegas; Dorado Beach, a Ritz-Carlton Reserve; and the Armani Hotel Dubai.

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### Studio Lotus

Sidhartha Talwar, Studio Lotus is acknowledged as a thought leader in India for its work in the domain of Architecture and Spatial Design.

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## TECHNOLOGY

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### IBM

IBM is a leading cloud platform and cognitive solutions company. They are the largest technology and consulting employer in the world, with more than 350,000 employees serving clients in 170 countries.

**Highlighting below few remarks from our consultants and partners on how they have contributed to sustainability related efforts and initiatives on our projects.**

### **STX Landscape Architects**

"In the projects that we have done with the Lodha Group, there are several contributions that the landscape design has made towards sustainability.

- Use of native plant material
- Use of plants that have low water consumption
- Use of trees to provide shade and reduce the urban heat island effect
- Use of native hardscape materials
- Robust detailing that requires minimal cutting, resulting in less waste
- Flexibility in design to permit re-programming of outdoor spaces
- Use of recycled material when it is available
- Diversity of plant species to increase bio-diversity (birds, butterflies, etc.)"

### **Tata Consulting Engineers**

"TCE's design is guided by the "Liveability Index" framed by the Government of India to build Sustainable Habitats in India. It is important to note that the maximum weightage is being given to physical infrastructure. Basic core values considered while designing the MEP services for Lodha real estate include:

- Power Supply - exploring solar to the maximum, minimising total energy consumption per capita, 100% connection & metering – minimising losses, minimum number of power interruptions per customer per year and minimum length of power interruptions per customer per year
- Flood management and water Supply -

Rainwater harvesting , storm water drainage system, water quality and per capita water supply as per norms

- Sewerage - 100% treatment of used potable water and reuse of recycled water
- Solid Waste Management - Segregation at source, waste transportation, waste treatment & disposal and waste reuse through composting"

### **Kapadia Associates**

"For most design practices it's easy to talk about Green buildings or Sustainability as an additional layer of design nuance or complexity or a tool for the project promoter and company to brand and market the projects.

Our approach at Kapadia Associates has been to gradually move towards a more holistic way to look at this, where the approach is not just for 'green ratings' but to design using sustainability as a guiding principle. This guiding principle has been consistently adopted for all the projects for Lodha Group."

### **Whitby Wood**

"Sustainability is fundamental to our business ethos. On the business-side, we are building a low impact practice to give world class and locally appropriate design. The business is ISO9001 accredited, has ISO14001 accreditation pending and is in the process of being certified as a B-Corp, the internationally recognised low impact business endorsement.

We drive sustainability on our projects including with Lodha Group, starting with pre purchase advice on sites or existing buildings, enabling clients to understand their options, the carbon impact of them,

and potential development choices and their associated impacts. Once the asset is owned, we assist the client in the strategic planning and delivery of a project using a carbon equivalent hierarchy with highest to lowest Carbon Dioxide Equivalent (Co2E) impact. Also through our material knowledge we can guide clients to optimised lower Co2E specifications, and with concrete, we can provide pouring monitoring to optimise and reduce cement content”

### **Buro Happold**

“Buro Happold uses MEAN (Minimise energy demand of the consumer), LEAN (Maximise system efficiency) and GREEN (Use renewable energy sources) model for every project is built to attain sustainability not just once at the project design is completed but also at the time” of construction.

- Net Zero Water Discharge – No wastewater going outside the building or site premises. Recycling wastewater with best efficient technology is the key and use recycle wastewater for flushing or landscape purpose and thereby reducing the demand for incoming water.
- Reduce Demand for energy and water – For energy efficiency, selection of high-performance systems and use of renewable or natural resources wherever feasible e.g. solar heating, solar street lighting, reduction of internal loads by building orientation or daylight study, highly efficient light fixtures, low flow plumbing fixtures, etc.
- Rainwater Harvesting – Every project is studied for rainwater harvesting possibility which includes analysis of rainfall intensity, quantity and consistency throughout the year for harvesting rainwater to meet the

full or part of the project’s potable or non-potable requirement.

- Use of Passive measures wherever possible – use every possible passive measures while designing such as Solar energy for street lighting and hot water, maximise passive ventilation to reduce mechanical ventilation, maximise day light to reduce electrical lighting load, optimise the building mass and orientation to reduce the demand are the few key aspects of design.”

### **Pei Cobb Freed & Partners**

“Pei Cobb Freed & Partners and Lodha have been working for several years together to produce many highly sustainable buildings. This process has begun at the earliest stages of design for each project where initial space planning has been done affording high population density on minimal acreage. Sewage treatment plants and water retention systems were given space in flood prone Mumbai, India. These and other MEP services are shared by multiple buildings to be most efficient and least wasteful. Grey water from the treatment plants supplies irrigation for extensive gardens which provide shared outdoor space, a rarity in overcrowded Mumbai. Architecturally, deep balconies and overhangs, incorporating high performance low-E solar glazing, have been strategically used to allow for shading and prevent solar heat gain and glare. All projects have had photo voltaic spread across their roofs. LEED accreditation through IGBC has been a priority for all projects.”

### **Prabhakar B. Bhagwat**

“The design approach of M/s. Prabhakar B. Bhagwat to all the work done for the Lodha projects has always been pragmatic in

nature. The firm has developed design strategies for diverse projects from urban scale to building scale, and has giving guidance in formulating policy frameworks for a sustainable development.

The designs are robust, well-articulated considering the functional aspect and the long-term use as well as its maintainability. Carefully analysed site; its regional context, underlying strata, hydrology along with the prevailing ecological processes that govern it, becomes the primary criteria to develop design solutions that are sustainable and focus on environmental improvement.

Master planning involves setting up frame work for climate resilient design for buildings, and the open spaces. However large the scale, built programs are articulated around the existing vegetal cover in the site, discouraging cutting of trees. Built, infrastructure is planned along the natural lay of land, without disturbing the larger catchment/ surface hydrology, with minimum or no intensive cut fill involved with a focus on conserving the top soil. Storm water at sites is tended through soft landscape solutions like swales and retention ponds to minimize and eliminate the network of concrete drains.

At the forefront of design is the thoughtful use of material; for both hard and the soft landscape – locally sourced, with least solar absorptions and high rate of permeability. For irrigation systems in all projects STP treated water is used, selection of plant species that are native and hardy in nature, also helps in capping the overall water demand. At all times planting is done so as to expand the palette of planting, so that it records the

change of seasons, and allows and encourages a diverse bio–diversity. Where possible planting is also done as produce gardens, where its harvest is used in the kitchens of the residents.

Lighting systems are optimized, curbing the light pollution aspect and letting the nocturnal life thrive. The other aspects that are stressed on included - walkability and developing pedestrian friendly environments, designing dedicated bicycle tracks/ lanes across projects, Infrastructure developments that cater to the changing times (use of EV's) and setting up plant nurseries for growing and sourcing well grown tree species."

# SUSTAINABLE CLUSTER/ BUILDING CONCEPTUALIZATION

From beginning itself since project ideation and planning stage, it is ensured that the project is designed and planned in the most sustainable and energy efficient manner. Every element ranging from building design to project design to amenities to systems installation to future technological disruptions which may take place are taken into consideration. There are 6 key focus areas:

- a. Passive design
- b. Holistic design approach
- c. Life cycle cost assessment of sustainable initiatives
- d. Demand rationalization
- e. EV forecasting and infrastructure strategy
- f. Green spaces

## PASSIVE DESIGN

Natural ventilation opportunities, day lighting & glare reduction, terrace insulation and others, helps in significantly reducing the power consumption requirements of residential spaces, commercial spaces and common areas. Highlighting below few key initiatives:

### Breathing Architecture

Our New Cuffe Parade boasts of 'breathing architecture', this is patented by WOHA, the architects who gave Singapore and the world the finest green high-rises. This remarkable style of architecture allows residences to be naturally ventilated with 3 sides open for healthy air circulation and sunlight.

#### Benefits

- Better & healthy air circulation
- More sunlight, hence reduced need for artificial lights and lowered energy needs
- Beautiful views of greens, green walls and terrace gardens

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### Cool Roof and reduction in heat island effect

Deployment of roof insulation (addition of materials with low thermal conductivity), high solar reflectance index (SRI) paints and green terrace, reduces the overall building air conditioning requirements thereby improving the building performance.

#### Benefits

- Energy savings of approx. 1.3 lakh kWh per year for office buildings
- CO2 emissions reduction of approx. 90 tons per year



## HOLISTIC DESIGN APPROACH

Our projects are conceptualized with a holistic design approach where not just aesthetics meet performance at the onset itself but all elements ranging from water resilience to waste management to rain water harvesting to non-motorized transit corridor is planned upfront such that we operate in the most sustainable manner. Highlighting below few key initiatives:

### Sewage Treatment Plant (STPs)

STP treats used potable water. In order to reduce the dependence on potable water and be more water resilient across projects we have large scale STPs (which are more energy efficient), this treated water is then used for irrigation & flushing purposes, saving huge amounts of potable water needs

#### Benefits

- ~30 MLD (million litres per day) of installed capacity of STP
  - ~7,000 million litres per year of potable water saved
- 

### Solid waste management (SWM)

Waste management processes and systems are pivotal across Lodha projects and special focus is given towards efficient waste management. SWM plant treats household organic waste. Waste management plant at Palava is a “showcase plant” for local municipality, this is a self-sustaining plant with 90%+ energy required to operate the plant is generated in house from the organic waste itself

#### Benefits

- 15+ Ton of organic waste processing plants have been installed across sites
  - Proper treatment and disposal of waste across our projects, while proper waste management is a major challenge in India across cities
- 

### Rain water harvesting

Rain water recharging is an important aspect of designing any project and most of the projects at Lodha have this aspect of rain water harvesting either in the form of ground water recharging or quarries where water is stored and subsequently used for construction and other purposes helping reduce need for potable water

#### Benefits

- Rain water harvesting volume across our projects is 30+ million litres of water per day

### Non-motorized transport (NMT) corridor

Palava is designed as a “pedestrian first” smart city. Upcoming phases of Palava has unique element of dedicated non-motorized corridors, where bicycles will not intersect with motorized forms of transport until the shared mobility transit points. Further the commercial district of Palava is master planned in such a manner that the entire commercial complex of more than 3 Million square foot is vehicle free and fully pedestrian friendly.

#### **Benefits**

- Walk to work for nearly 50,000 people
- Help significantly reduce on CO2 emissions
- Design of project itself encourages a healthy lifestyle

## LIFE CYCLE COST ASSESSMENT OF SUSTAINABLE INITIATIVES

We have been able to implement various high capital cost initiatives like 5 star + AC units, high performance building facades, high efficiency equipment based on this approach like premium efficiency motors, regen drives in lifts, Airbitat evaporative cooling and others.

### Premium efficiency motors

Electrical motors are one of the main energy consumers among all equipment's, especially in a commercial building. Hence correct selection of motors can save significant energy in the overall life cycle of a building. IE3 motors provide premium efficiency and help reduce CO2 emission levels.

#### Benefits

- Energy savings of approx. 24 lakh kWh per year across residential and commercial
  - CO2 emissions reduction of approx. 1750 tons per year
- 

### 5 star installations

Despite higher upfront CAPEX we have implemented 5 star AC units across apartments, as it results in better performance and reduced CO2 emissions in the environment.

#### Benefits

- Energy savings of approx. 8 lakh kWh per year across residential and commercial
  - CO2 emissions reduction of approx. 575 tons per year
- 

### Performance Building Facade

Our commercial buildings are built with a performance building façade. Glazing used across our offices projects is better than the glazing recommended in the ECBC/ECBC+ categories (Energy conservation building code).

#### Benefits

- Energy savings of approx. 5.5 lakh kWh per year
- CO2 emissions reduction of approx. 400 tons per year

## Dedicated outdoor air system

The dedicated outdoor air system, along with handling the fresh air load, handles 100% latent load generated within the building leaving behind only sensible load on the AHU office.

### Benefits

- Energy savings of approx. 2.2 lakh kWh per year
  - CO2 emissions reduction of approx. 150 tons per year
- 

## Regenerative drive

Regenerative drives capture the heat generated by elevators during use and convert it into reusable energy for the building rather than wasting it as heat. We assessed that our commercial buildings have high vertical transfer traffic, so we had adopted it in 2018.

### Benefits

- Energy savings of approx. 78,000 kWh per year
- CO2 emissions reduction of approx. 50 tons per year

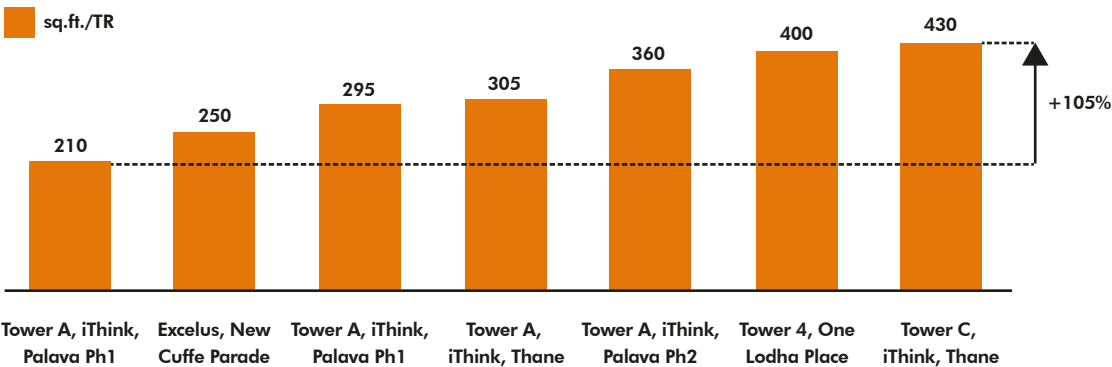
# DEMAND RATIONALIZATION

By post occupancy assessments, we constantly verify design factors, to keep the equipment right sized and operative at best efficiencies. Nearly 105% increase in area served by similar sized chiller and nearly 40% reduction in installed equipment wattage for similar area.

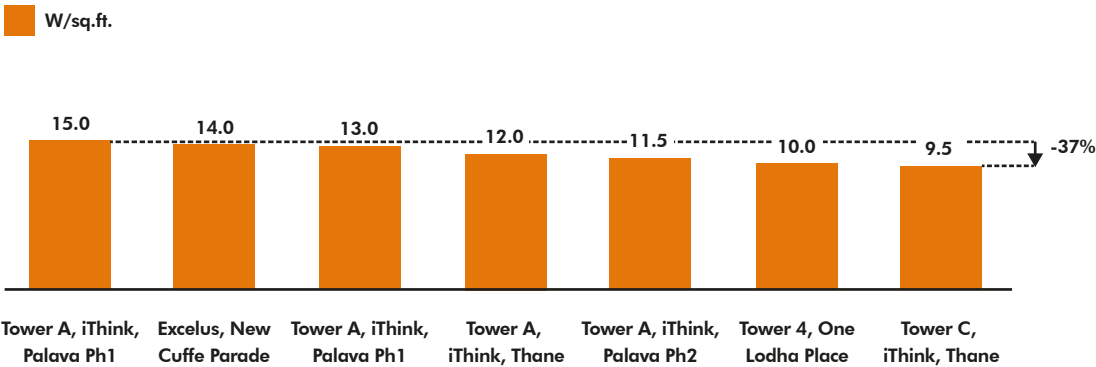
Below graphs clearly highlights how these design and equipment optimizations have

significantly reduced energy needs in our commercial buildings. The buildings highlighted are in chronological order of construction that is first was iThink Tower A, Palava Ph1 followed by others with Tower C, iThink, Thane still under construction, hence showing gradual improvement which every new project undertaken at Lodha.

Graph1: Building carpet area vs Installed chiller capacity



Graph2: Power demand density i.e.  
Installed equipment wattage vs Building carpet area





## EV FORECASTING AND INFRASTRUCTURE STRATEGY

The Indian personal vehicle market is at the early stages of electrification, propelled largely by central and state government policy support and accelerated by declining costs of lithium batteries and improving vehicle technology. Over the next decade substantial growth in both the electric two- and four-wheel vehicle market will be observed, resulting in added demand on existing and new-build electrical infrastructure in the:

- City (high street and visitors)
- Residential (dedicated EV owing residents)
- Commercial (offices)
- Retail sectors (high street and malls)

Lodha has taken a proactive approach to EV readiness which enables us to implement design strategies and develop construction policies resulting in avoided retrofitting cost while creating a streamlined user experience for residents with electric vehicles now, and in the future. It is important to note that the speed and extent of EV adoption in India is unknown and could happen faster or slower than is projected.

Hence we have developed a detailed EV strategy at Lodha and this policy proposes a near-term design strategy based on the mean projections for EV penetration till year 2030. This strategy is based on EV infra readiness guidelines prepared by RMI (which is further influenced by the Bloomberg New Energy Finance Report - Electric Vehicle Outlook 2018). **EV adoption has the potential to reduce CO<sub>2</sub> emissions by ~30 kg per person per year (based on RMI report for Palava) which translates to 3000+ tons**

**per year of reduced CO<sub>2</sub> emissions just for Palava.**

This policy outlines the type of the EV chargers for each segment of our real estate (Townships/City, residential societies, commercial buildings/campuses and retail malls & high streets). All our future projects would be EV ready with upfront space provisioning for EV chargers in future.



## GREEN SPACES

Green spaces has always been one of the major focus areas for Lodha and the importance it plays in preserving our environment. Lodha Group has developed a vast range of landscape in the form of vertical gardens, podium gardens, large parks, indoor/outdoor gardens, industrial park landscape and sport facilities with greens like golf courses, cricket ground and many others. **Lodha has developed 100+ acres of landscape in Palava city, planted 25,000 trees in thane city and developed 1.3 lakh square feet of urban forest in thane city.**

**Lodha has also established 20 acres of nursery facility having 3+ Lakh plants with 300+ plant species which are mostly indigenous.** Main motto of selecting indigenous varieties is one of the ways to promote biodiversity while preserving our

natural heritage. Recycled water is used to irrigate, natural OWC compost and growing media is used to fertilize the landscape. Also there is a dedicated team of in house experts who help manage the green spaces across Lodha projects.

Further in order to create environmental awareness among resident groups, regular trainings are conducted, nature trail to students and nursery tour is provided at regular intervals. Lodha has also contributed lakhs of trees from its in-house nursery facility for social plantation drive. As already highlighted earlier, Lodha has also engaged with a number of leading domestic and international firms as part of a drive to have the latest trend in landscape and environmental development. Lodha has also won numerous awards across developments for its green spaces.



# CERTIFICATIONS UNDERTAKEN

LEED (Leadership in Energy and Environmental Design) is an internationally recognized green building certification system developed by the U.S. Green Building Council (USGBC). It provides third-party verification that a building or community was designed and built using strategies aimed at improving performance across all the metrics that matter most such

as energy savings, water efficiency, CO2 emissions reduction, improved indoor environmental quality, and stewardship of resources and sensitivity to their impacts. All our commercial assets are built keeping these principles in mind and hence are accordingly certified. List below highlights the commercial asset and the stage/ type of certification

Commercial Asset	Certifying Agency	Level of Certification	Final Certification Status
iThink, NSIL Thane	USGBC <sup>2</sup>	LEED Gold	Received
Xperia Mall	BEE <sup>3</sup>	5 star	Received
Lodha Excelus, New Cuffe Parade, Wadala	IGBC <sup>4</sup>	LEED Gold	Received
Tower A, iThink, Palava - Phase 1	USGBC	LEED Gold	Received
Tower A, iThink, Lodha Business Park, Kolshet Road, Thane	USGBC	LEED Gold	In progress
Tower C, iThink, Lodha Business Park, Kolshet Road, Thane	USGBC	LEED Gold	In progress
Tower B, iThink, Palava - Phase 1	USGBC	LEED Gold	In progress
World Tower 4, Excelus, One Lodha Place	USGBC	LEED Gold	In progress
Tower B, Supremus, Lodha Business Park, Kolshet Road, Thane	USGBC	LEED Gold	In progress

<sup>2</sup>U.S. Green Building Council

<sup>3</sup>Bureau of Energy Efficiency

<sup>4</sup>Indian Green Building Council

# SUSTAINABILITY IN OPERATIONS



Even with the best in class designing, planning and execution of projects, there is a scope for further optimization as new systems and more efficient technologies keep getting introduced from time to time. Hence it is very important to be constantly updated with the

latest technologies and at Lodha we ensure timely evaluation of new technologies and speedy implementation of the same, thus helping us ensuring long term sustainability of our operations. Broadly 4 key aspects related to sustainability in operations.

ENERGY  
CONSERVATION

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WATER  
CONSERVATION

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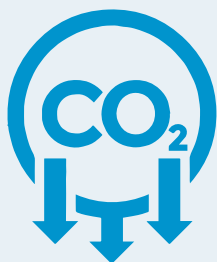
ENVIRONMENT FRIENDLY  
MOBILITY SERVICES

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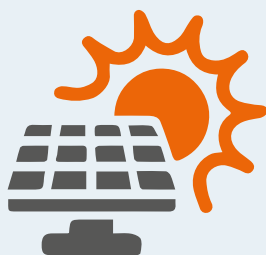
PANDEMIC  
RESILIENCE

# ENERGY CONSERVATION

Focus is to ensure utilization of renewable sources of energy wherever possible and implement smart energy efficient systems which helps reduce power consumption in our day to day operations.



~1950 tons per year of CO2 emissions reduction



~22 lakh kWh of solar power generated per year



~11,700 trees saved per year (CO2 equivalent)

Please find below the list of key initiatives undertaken:

## Solar power

Set up 1 MW land mounted solar plant, 0.85 MW of roof top solar across commercial assets of Lodha. Currently operational 1.2 MW solar plant. Also solar powered street lights are installed and all roof tops are installed with solar hot water.

### Benefits

- CO2 emissions reduced by ~1200 tons per year
- ~17 lakh kWh of renewable power generated per year

## Smart street lights (time based and motion based)

Time based smart street lights operate basis smart sensors which switch on/off according to sunset and sunrise timings every day, while the motion based smart street lights operate based on movement in the vicinity of the sensors installed, the intensity of the light varies based on movement. Both these solutions have helped us in significantly optimizing power requirements.

### Benefits

- CO2 emissions reduced by ~350 tons per year
- ~5 lakh kWh per year of energy reduction



## Smart energy meters

In partnership with MSEDCL, Lodha has installed ~4000 prepaid smart meters, these meters helps in real time tracking of power consumption by residents, provides smart analytics to consumers which can help them optimize power and helps encourage more efficient use of power resources

### Benefits

- Smart Analytics to help optimize power consumption
  - Real time tracking with regular updates
- 

## Awareness Drives

Regular energy reduction tips and best practices are shared with our residents. We also regularly compare across clusters/ buildings the trends on energy consumption and share with societies, which further leads to awareness creation and subsequently reduction in consumption patterns. Solar power on residential roof tops is also encouraged and benefits explained

### Benefits

- Installation of ~0.4 MW of solar power by residential societies
- CO2 emissions reduced by ~400 tons per year
- Optimized common area energy needs

# WATER CONSERVATION

Water is one of the most precious resources and thus it is extremely important to ensure efficient water management and judicious utilization of water resources.



~1150 million litres of  
potable water saved per year



~500 tons per year of  
CO2 emissions reduction



~3,000 trees saved per year  
(CO2 equivalent)

## Leakages elimination

Even the most well designed water networks have leakages, if not timely rectified can result in huge water losses. Regular preventive maintenance carried out at Lodha projects by continuous monitoring and closure of any leakages in the system using high end acoustic technology. At Palava project we leakages% lower than top cities like London and Chicago.

### Benefits

- Prevention of ~700 million litres per year of ground water flowing into the STPs
- CO2 emissions reduced by ~500 tons per year (leakages leads to excess treatment within STP)

---

## Use of treated water for construction

Since potable water is limited and precious resource, hence all places where potable water can be replaced with treated water should be explored and if feasible implemented. Water requirements during construction is one such area of optimization. Currently across Lodha projects wherever feasible we use treated water for construction i.e. water utilized from Quarry or from STP.

### Benefits

- ~500 million litres per year of potable water saved

### Low flow fixtures, Aerators and PRVs

Low flow plumbing fixtures are designed to limit the amount of water they expel. These fixtures are being used in residential and commercial towers, which helps reduce water consumption by 30-50%. Further, PRVs in all buildings helps optimize the water pressure again resulting in reduced water wastages due to excess pressure.

#### Benefits

- ~150 million litres per year of additional potable water saved
- 

### Robotic cleaning of swimming Pools

Few of our clubhouse swimming pools are equipped with robotic cleaning, this helps reduce water needs for pool cleaning by ~50%.

#### Benefits

- ~1 million litres per year of potable water saved
  - Lower chemical requirements for pool cleaning
- 

### Awareness drives

Best practices document on water usage shared with residents to help reduce average water consumption per person. Regular data monitoring of water levels and water consumption patterns is shared with societies for necessary action in case of excess water consumption.

#### Benefits

- Over the last 3 years on average saved, 500 million litres per year of potable water

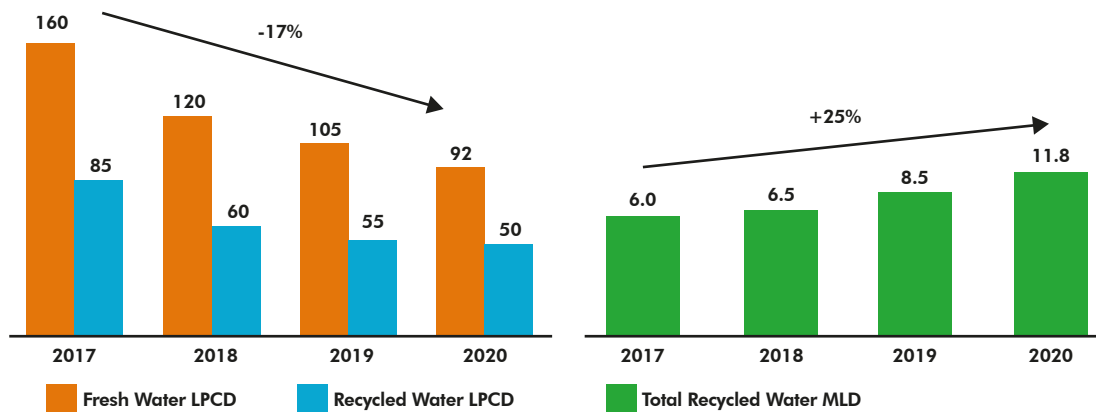
# Case Study

## WATER MANAGEMENT AT PALAVA

Summer of 2019 saw 6 states in India being issued drought warning, including Maharashtra, where the drought was considered as one of the worst in more than 47 years. Water levels across the dams and major reservoirs are at critical levels in the state. Only 2 out of 17 dams in Maharashtra have more than 25% of water capacity and 7 dams are at 0% capacity. This has resulted in acute water shortages across the state. During the water crisis, Palava region also faced severe water cuts i.e. MIDC authorities had implemented 30 hour straight water cuts from Feb'19 onwards, together with reduced water flow in the region.

Despite this, Palava ensured near 24\*7 supply to 1 lakh+ residents. Palava has been able to achieve the same since it had optimized water consumption from a wide range of initiatives along water conservation, awareness creation and capacity building.

**Today, Palava has one of the lowest per capita fresh water consumption in urban India at ~92 LPCD. Within Palava, recycled non-potable water is used to cater to all other water uses like flushing and landscaping, this helps reduce in total daily reduction of fresh water requirement of ~12 MLD across (Residential + Landscaping).**

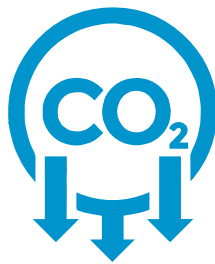


## ENVIRONMENT FRIENDLY MOBILITY SERVICES

Firstly, all our developments are planned in a manner which minimizes the need for usage of personal vehicles, by ensuring all the key eco-system elements are planned with the development. Further, in case travel needs arise, shared mobility options are encouraged as it is more eco-friendly and helps minimize carbon footprint



~68 lakh kms per year of  
environment friendly mobility



~780 tons per year of  
CO<sub>2</sub> emissions reduction



~4,680 trees saved per year  
(CO<sub>2</sub> equivalent)



## Car-pooling & Bike pooling

Partnered with Quick ride who is the leader in carpool and bikepool services in India and earlier were in partnership with Sride. Also carpooling services of Uber and OLA are available for residents.

### Benefits

- ~50 lakh kms per year of shared mobility (carpooling) and not personal vehicles
  - CO2 emissions reduced by ~550 tons per year
- 

## Bus services

Partnered with multiple local and regional mobility players which ensures connectivity of our projects with key hubs. Further in case of large scale developments bus services are provided within our developments, this helps significantly reduce number of residents using personal vehicles for nearby and non-essential movement and thus helping reducing CO2 emissions.

### Benefits

- ~18 lakh kms per year of shared mobility (bus services) and not personal vehicles
  - CO2 emissions reduced by ~200 tons per year
- 

## Bicycle sharing (fitness and electric)

Partnered with TILT who provides bicycle sharing program across projects with multiple bicycle stations. Has both fitness bicycles and electric bicycles for use by residents, has seen a significant uptake in users over time.

### Benefits

- 35,000+ cycle rides per year
  - CO2 emissions reduced by ~30 tons per year
- 

## EV Charging stations & EV ready developments

Across different sites (residential and commercial) we have EV charging stations installed which encourages residents to purchase and use EV vehicles. Further all future developments of Lodha would be EV ready i.e. ~30% of total parking would have provisions for deployment of EV chargers in future.

### Benefits

- Limited usage of EV chargers currently, but significant long term benefit exists, will play a major role in reducing the CO2 emissions in future

# PANDEMIC RESILIENCE

We have all been through an extremely challenging period over the last 12 months due to the COVID pandemic and many of the things that we took for granted came to a sudden halt. This pandemic has made all of us realize that rather than being reactive we need to be better prepared in the future against such events. Based on the learnings from the pandemic we are now reworking wherever possible all our existing office structures as well as all the new office buildings based on the IMMUNE Building Standard (IMMUNE)<sup>5</sup> to make them more pandemic resilient.

The IMMUNE Building Standard is the first, open source global certification standard to certify built environment's level of immunity to withstand present and future health challenges and minimize the impact of

a pandemic such as COVID-19 and other bacteriological or toxicological threats. The standard is inspired by technologies and procedures successfully applied in hospitals and "clean rooms" and adapted for use in commercial real estate development. It is currently dedicated to office buildings only and it can be adapted to certify other building types such as Hospitality, Retail, Health Care, Education, and Residential. IMMUNE rating for offices is determined basis performance across 4 pillars of architecture, technology, design and operations.

The table below highlights the different office buildings of Lodha (operational/ under-construction) and the type of IMMUNE rating planned:

Office Asset	Status of Building	Type of IMMUNE Rating (planned)
Tower A, iThink, Palava - Phase 1	Operational building with planned enhancements	3 stars (Strong)
Tower A, iThink, Lodha Business Park, Kolshet Road, Thane	Operational building with planned enhancements	3 stars (Strong)
Tower C, iThink, Lodha Business Park, Kolshet Road, Thane	Under construction building redesigned for IMMUNE	4 stars (Powerful)
World Tower 4, Excelus, One Lodha Place	Under construction building redesigned for IMMUNE	4 stars (Powerful)
Building 1, Palava – Phase 2	Under construction building redesigned for IMMUNE	4 stars (Powerful)

<sup>5</sup><https://immune-building.com/>



# OUR PEOPLE AND COMMUNITY



No organization succeeds without being able to hire, groom and retain talent. Hence for any organization to grow sustainably, we need to ensure right talent is on-boarded who are aligned with the value system of the

organization. Further being a socially responsible company we believe in contributing back to our community, hence various initiatives also are undertaken in this regard. Two key broad categories include:

## OUR PEOPLE

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## COMMUNITY



# OUR PEOPLE

We are committed to hiring and retaining talent within our Company, which include a mix of experienced and recently graduated professionals from premier institutes. Additionally, we have a retention strategy for all our employees, including both short and long-term incentives, and housing benefit plans. We have been recognized as one of the "Top 100 Best Companies to work for"

from 2013 to 2015 by Great Place to Work.

Various categories under which initiatives are undertaken include:

- a. Talent Acquisition & Development
- b. Talent Retention
- c. Gender Diversity
- d. Rewards and Recognition
- e. Employee benefit initiatives

## TALENT ACQUISITION & DEVELOPMENT

We work with talented minds from the best business schools, top engineering institutes and leading players across sectors, partnering with premier Institutes like IIM, ISB, XLRI, IIT, TISS, MDI and NICMAR. Also in order to hire the right talent we make use of scientific tools, behavioural interviewing techniques and competency based interviewing skills. Further ensuring talent is rightly mentored and groomed is essential for success and sustenance of the employee and the company, hence various initiatives are planned on talent development, highlighting few key ones below:

### Graduate Engineers Trainee Program

The Graduate Engineers Trainee program ensures entry of fresh talent into the system and the on-boarding program makes them 'ready to deliver' within a short span of 4 to 8 months. A few things that this program includes are focused training, structures on-site stints and mentorship program. Initiated in 2010, this program has been institutionalized as a core part of our Operations' departments over a period of 10+ years.

### New Age Learning Measures

The Learning Agenda for associates at Lodha is approached with a blend of in-person and virtual learning solutions. With time, the focus on virtual learning and eLearning has increased as compared to traditional classroom training methods. We have a robust SAP Success factors system that enables us to carefully curate learning plans for associates in partnership with their managers/leadership based on the development needs. The acceptance of new age learning methodologies have been encouraging and we crossed 13000+ online course completions by our associates in 2020.

## Top Talent Development & Executive Coaching

Development of top talent starts with formation of their Individual Development plan wherein the areas of development are used to formulate learning solutions that may be unique to each individual or a group of individuals. Learning solutions cater to their real, on ground development needs as well as futuristic needs which are taken care by means of leadership connect sessions, Management Development Programs from B-Schools, in-house learning interventions and Executive Coaching for top leadership

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## DCH Development Journey

An aspirational program for young engineers wherein they are groomed to become Project Managers and further develop into Deputy Construction Heads (DCH) in the long run. Established in 2014, this program has been beneficial in developing many associates and helping them accelerate their careers with Lodha over these years. A meritocratic selection criterion purely based on past performance and potential ensures entry of best candidates for the 9 months long journey which encapsulates various technical/behavioral training programs, cross site and functional exposures and leadership connects.

## TALENT RETENTION

We have launched KAG (Key associates group) program which is a focused initiative to nurture and groom key talent within the organization with a vision to build future company leaders. These are the top 10% associates who contribute to 90% of the value created by the company.

Key benefits provided under this program to the associate include:

### KAG benefit policies

#### KAG - Leave Policy for Critical Illness

The policy makes provision for additional leave benefits for KAG that can be availed during the time of critical illness when one requires long time for recuperation.

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#### Holiday Home @ Belmondo

The policy lays down norms for use of luxurious designer flat by Key Associates and their family members or friends during their holidays.

## Housing Benefits

KAG's are valued for their talent, hard work and commitment, thus company provides certain housing benefits.

### **KAG focus areas**

- Meeting career aspirations of KAGs
  - Creation and monitoring of individual development plans
  - Learning needs identification and designing curated learning Interventions
  - Role enhancements/ movements/ role changes
  - Executive coaching
- Attrition analysis of KAGs for insights and proactive retention
- Byte sized learning series – curated Harvard Business Review (HBR) articles
- Realty Rear View – Weekly realty News bulletin series
- Annual get-together events organized for the KAGs

## GENDER DIVERSITY

Lodha as an organization believes in 'meritocracy' which is an overarching culture code. Gender diversity for us doesn't mean a 50:50 mix of men and women in the organization but is more focused towards building a 'fair & meritocratic' workplace culture without gender biases, assumptions and prejudices. This practice is reflected in all our policies and processes like hiring, role assignments and internal mobility which is done with an open mind.

The leadership team at Lodha has a female board member since 2018 and 3 female leaders amongst our top 10 leaders who lead functions/businesses across the company and play a key role in the top management decisions. Overall gender diversity at the company level<sup>6</sup> is nearly 23%, which is higher compared to any other construction firm in the country. As an organization we have taken some key initiatives for the well-being of our women associates which is as mentioned below:

### Goodies Basket for Pregnant Women Associates

To provide special workplace benefits to the women associates during pregnancy thereby conveying the company's support & understanding at an important & emotional time in the associates' lives. A basket containing a nutritional foodstuff is placed at their desks on the first working day of the week till they proceed on their maternity leave.

### Hygiene Product Vending Machine

The vending machine is installed to ensure an effective, safe and convenient mode for any time access to sanitary napkins.

### Crèche Policy

The Policy facilitates transition of associates back to their roles more smoothly by reducing the parental anxiety of their children and helps associates carry on with their career seamlessly.

### Meritocracy in Promotions

Women Associates coming back from maternity Leave who are due for a promotion are not differentiated and promoted purely basis 'merit'.

### 'Wellness Sessions' exclusively for Women Associates

Exclusive wellness session were organized for our women associates during the Pandemic lockdown period focussing on maternal & child care.

<sup>6</sup>Excluding construction workforce

Our women associates are empowered and play a key role even in the construction space which historically across construction companies in the country has seen limited women participation. A few success stories of our young women leaders in construction are mentioned below:

**AALISHA P. VISARIA:** Is a 2019 batch GET. A very dynamic and enthusiastic civil engineer with just 1.9 years of experience in the construction Industry. She is currently managing civil execution work of 2 towers including UGT (underground tank), Compound wall, Infrastructure etc. at Upper Thane project.

**AISHWARYA J. SONAWANE:** Is a 2015 batch GET. An assertive civil engineer with initial 3 years of experience in civil execution of commercial tower at NCP. Since 3 years is a part of PMO office, where she is into planning, coordination & monitoring of labour camp, commercial tower, School, Parking area, Function lawn, Infrastructure with handover.

**ROSHNI M. JAISWAL:** Is a 2014 batch GET. An astute and bright mechanical engineer with total 6.5+ years of experience out of which around 2.5 years in hard-core execution of MEP services at The World Towers project. Currently working with procurement into contract vendor management at Corporate Office.

## REWARDS AND RECOGNITION

It is important to ensure that deserving associates are timely and appropriately recognized and rewarded, hence various initiatives are designed to recognize talent

### **SPOT Awards**

Monthly award for associates across departments who provide an innovative idea or generating key insight

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### **Associate of the Month (AOTM)**

Monthly award for CM & Sales, awarded basis strong performance on pre-aligned, objective business metrics

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### **Exceptional Team Lead (ETL)**

Quarterly award for Sales Team Leads, awarded basis strong performance on pre-aligned, objective business metrics

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### **Promotion Days**

Celebrated for all associates who have been promoted in the current assessment cycle

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### **Lodha Culture Award**

Awards are for associates who personifying Lodha values and culture – different awards for different culture element (Ex: 'Customer centricity' award / 'Nimbleness' award)

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### **Tenure Awards**

Associates who have completed certain career milestones with Lodha Group

## EMPLOYEE BENEFIT INITIATIVES

At Lodha we aim to build a more conducive workplace where associates feel respected, valued and engaged to contribute to their maximum potential. Various initiatives are designed to help and support our associates, highlighting few key initiatives

### Emergency Medical Assistance “We Care program” and Health Insurance

Under “We care program” besides basic first-aid assistance, company also ensures emergency medical assistance to the associates with cardiac or similar concerns reaching a nearby compatible Medical Unit within the golden timeline of 60 min. The associate is always accompanied by Health Marshals. Also health insurance is provided to our associates which has significant benefits including many major critical illnesses.

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### Employee Engagement Activities

Employee engagement activities bring out relationship between an organization and its employees. To ensue engagement amongst various activities & festivals are celebrated in the office like Republic day, International women’s day, Holi, Independence day, Ganesh Chaturthi, Diwali and others. Pop-up Few events are decorated with food festival at Cafeteria & Pop kiosk of brands like Dominos, Titan, Fastrack, Amway, Biba and many others at discounted rates. During pandemic the activities moved to the virtual side, the Navratri & Diwali were celebrated with the associates & families while virtual Drawing & Painting Competition was conducted for the associates’ children to celebrate Christmas.

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### Internal Mobility across roles and departments

We encourage our associates to explore new roles and career paths within Lodha. Internal mobility continues to be a priority area for us and we have some exceptional examples of leaders who have grown from within our own talent pool.

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### Corporate Tie-up with wellness centers

Tie up with leading health care providers NM, Suburban, Apollo, SRL for health check-up package for Associates and their family members. Also tied up with Lodha Dham which is offering Lodha associates, their families and friends a special weekend wellness program package.



# COMMUNITY

As a socially responsible company, we believe that emphasis should be placed on social and community service. Lodha has made significant efforts to improve and uplift the areas we work in, and the communities we work with, this is enabled through the Lodha Foundation and an associate driven program – Lodha Guardians of Change. Also we have adopted a Corporate Social Responsibility policy in compliance with the requirements of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014 notified by the Central Government.

Focus areas of work of Lodha foundation are health, education and livelihood development. Our CSR initiatives include mobile health clinics, school health camps, education to children from low income families, vocational training for disadvantaged youth, employment linkage

programs and many other community welfare measures. The foundation also has initiatives for promotion of art, culture and religion besides providing civic support services and relief work during calamities. Lodha Foundation team implements most of its program directly in collaboration with community level stakeholders.

Through its various initiatives the foundation is directly impacting upon the lives of thousands of individuals to have a better quality of life besides building a strong base to promote country's rich culture.

Highlighting few of the key initiatives undertaken as part of our community service:

- a. Guardians of Change
- b. Labharathi Program
- c. Meals distribution during COVID pandemic
- d. Labour Camp during COVID pandemic
- e. Environment "Save Earth Campaign"



**10,000+ students are getting quality education**



**20,000+ labourers benefits till date across programs**



**3.5 lakh free meals provided during COVID pandemic**

## GUARDIANS OF CHANGE

Various socially responsible initiatives are undertaken by the Guardians of Change. 2 key board categories include:

1. 360 education
2. Labour welfare development

### 360 education

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Remedial education program – Conducted remedial classes focusing on Maths, English and Science to improve learning standards of students

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Hygiene and Sanitation education – Thematic awareness building camps organized in collaboration with P&G and HUL

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Aesthetic & Functional Infra Development – Renovating the school building camps organized in collaboration with P&G and HUL

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Sublime Saturday Events – Weekly events throughout the year with themes based on sports, culture and nature, with focus on developing well rounded citizens of future



## The labour welfare development

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This project targets the labourers of all the Lodha Sites. The approach used by Guardians of Change looks into funding the NGO's project on Labour welfare. The project is executed by a NGO called Pratham Education Foundation.

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The Project ideally comprises of series of sessions which is spread across for a span of 14 weeks with 500 workers. The topics covered under the project is been decided after assessing the needs of the target group. The workers covered in the initiative acquire a certificate and a gift at the end of the programme.

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Activity was operated in various site offices like Palava, Park, The World Towers, Mira Road, Jogeshwari and Andheri. Since its inception 8000+ labourers are benefitted by the programme.



## LABHARATHI PROGRAM

The purpose is to cover maximum labourers under this scheme launched by government and help them with various benefits available through education on the scheme, registration & execute the program till each one avails the benefits. Lodha ranks no 1 in covering the highest labour so far in Mumbai. Lodha Park site was taken as a model unit, and top Government Bureaucrats visited The Park Site appreciated when saw the systematic arrangements done for the mid-day meal for labourers working at site.

Below are the key benefits that enrolled worker gets from the program:

- Every enrolled worker is given INR 5000

to purchase basic equipment's (Hammer, Rope, Harness Belt, Safety belt, PPE, Helmet, Mattress, Tiffin, torch, backpack etc. & other construction related equipment).

The said amount is directly transferred in to the respective workers' bank account

- Maternity Benefit
- Education Assistance for the kids
- INR 5 lac life Insurance in case of death
- Fixed Deposit if a girl child is born
- If any enrolled worker is getting married then he can claim INR 30 thousand as financial assistance ( Non-refundable )
- Medical check-up
- Meal would be provided at INR 5 per labour at site



Over all till date since start of this program in the year 2017 we have enrolled 9000 plus labourers in this scheme & Lodha Park site has been recognised by labour welfare department for enrolling highest number of labourers in this scheme in shortest time period across Mumbai.



## MEALS DISTRIBUTION ACTIVITY DURING COVID 19

Started the activity with the purpose to serve free and healthy meal twice a day to daily wage earners and other underprivileged sections of our society who are affected and do not have access to food in Mumbai region during national lockdown amid COVID-19 pandemic.

Activity was operated from 4 Food centres

1. Lodha World School, Majiwada, Thane
2. Sharda Mandir School, Gamdevi
3. Lodha World School, Kalyan Shil Road, Palava
4. Lodha Dham, Vasai



We had successfully served nearly 3.5 lakh meals to needy people through these food centres. Entire process right from procuring groceries, cooking, packaging, distribution was managed in-house by approx. 200 Lodha associates, who volunteered for this activity. Social distancing, use of hand sanitizers, monitoring body temperatures with infrared thermal guns, etc. were strictly practiced all during the activity.

## LABOUR CAMP DURING COVID 19

Started the activity with the purpose to take care of 7000 plus labourers stranded across Lodha sites, provide them groceries & medical need during national lockdown amid COVID-19 pandemic. We had successfully managed to source nearly 380 tons of groceries directly from farmers / suppliers from various locations, using

2 central warehouses, as many as 13 distribution centres, more than 20 trucks were used to transport groceries in multiple trips with approx. 800 labourers were engaged in this activity. Groceries were distributed to help approx. 7000+ labourers across Lodha sites for 3 months period during lockdown.

## ENVIRONMENT "SAVE EARTH CAMPAIGN"

Introduced below initiatives under "Save Earth campaign" which focused primarily on saving trees, water and energy.

- Replacement of paper cups with reusable and eco-friendly ceramic mugs across Head office and project offices from May 2019 which has resulted in annual saving of 21 lacs paper cups which is equivalent to 864 trees, 9 lakhs litre of water and 3.5 lakhs kWh reduction in energy consumption.
- Other initiatives such as parking invoice consolidation, other bills consolidation, stopping customer receipts photocopies and both side printing of customer Demand letters helped achieve reduction in annual paper consumption by nearly 66%.



# GOVERNANCE



We are organized as a matrix organization, with our businesses organized by regions headed by Regional CEOs and functions serving the regions in their respective areas of expertise. We also have a leadership team of experienced professionals, majority having more than 15 years of relevant functional expertise across different industries and who are instrumental in implementing our business strategies. The leadership team is assisted by a strong

senior-level management team of approximately 200 executives heading various functions and cells of our business such as business development and liaison, planning, procurement, construction management, marketing, sales, strategy, human resources, accounts, finance and legal. Also various policies and governance practices are defined which helps in ensuring highest possible governance standards.

## CORPORATE GOVERNANCE

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## PROJECT GOVERNANCE



# CORPORATE GOVERNANCE

Lodha strives to ensure highest level of Corporate Governance standards and hence various policies are formulated and implemented in this regard, highlighted below are few key policies:

## No Gifts Policy

The policy provides guidelines on gifts offered by existing or potential vendors / contractors / customers or non-associates having relationship with the Company

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## Code of Conduct Policy

The policy provides a clear statement of the principal policies of the Company regarding business conduct

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## Anti-Money Laundering, Anti-Bribery and Anti-Corruption Policy

The purpose of the Policy is to prevent any involvement by our Company in money laundering activity even where the involvement may be unintentional. It requires our directors, officers, other associates and those who work with us to recognize questionable financial transactions, and to take steps to conduct appropriate additional due diligence.

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## Transparency & Ethics Policy

The policy reinforces the belief system of Lodha Group of Companies (the Company) in doing things ethically and without taking undue advantage of any relationship.

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## Whistle Blower Policy

The policy was formulated to provide an opportunity to employees to voice concerns related to unethical or improper practices they may have observed in the company and to provide appropriate protection to such employees

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## POPSH Policy

The policy prohibits personal and sexual harassment and related retaliation. It also prohibits any unlawful activity and sets out procedures to follow when an associate believes a violation of the policy has occurred.

Further we also have various general governance policies directed towards welfare of our employees, highlighting a few key policies below:

### Crèche Policy

The Policy facilitates transition of associates back to their roles more smoothly by reducing the parental anxiety of their children and helps associates reduce the duration of sabbatical and carry on with their careers.

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### Attendance Policy

The policy provides flexibility to associates to manage their work life balance and defines the business hours for associates in different departments of the Company.

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### Staff Welfare Policy

The policy lists down various facilities, services and amenities provided to associates over and above their compensation package for improving their health, efficiency, economic and social status.

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### PIP Policy

The policy provides adequate support, feedback, coaching and guidance to associates whose performance does not match up to the Company's expectations so as to enable them to become a better performer.

# PROJECT GOVERNANCE

We ensure that all our projects are governed to the highest possible standards and for which we onboard some of the finest experts across different domains. Also we strive in ensuring residents are made part of the decision making process which helps being in the element of transparency, thus boosting

confidence of our residents regarding the way we govern the project. 3 key elements which we focus on include:

- a. Domain Experts
- b. Participative Governance
- c. Transparency

## DOMAIN EXPERTS

All our projects are governed and managed in the most efficient manner for which we onboard domain experts. These experts have immense knowledge base and are from varied industries specializing in areas like finance, customer care, engineering, safety, hospitality, etc. We further believe in metrics driven approach and all associates are

tracked on predefined KRAs that are measurable and linked to efficient governance. This professional approach to governance has brought significant cost savings over the years (i.e. operations cost per square foot has reduced by ~10% YoY) and has provided high quality service to the residents.

## PARTICIPATIVE GOVERNANCE

Getting residents to participate in the governance process is imperative for citizens to treat the place as their own and for leveraging the vast experience different residents can bring. Various resident forums and committees are formed across projects like the residents councils, citizen connect meetings, feedback processes, etc. this helps in ensuring regular engagement with residents for day to day operations of the project.

- Resident councils – At Palava project for example we have a clearly documented vision in the form of a City Charter document to involve citizens in managing and running the city. Various citizen councils have been formed to oversee different functions of city management. Resident experts have been selected to engage with

us in their respective expertise areas.

Few such resident councils include Sports council, Senior Citizen council, Transportation council, Security Council, etc.

- Resident connect meetings – All the key heads of project management regularly engage with residents formally and informally. In order to formalize the process there are dedicated meetings slots every week with different heads of the project which residents can pre-book and where residents can put forth their suggestions and feedback
- Feedback systems – multiple feedback channels exist such as dedicated helpline numbers, portal, app and others, through which residents can raise a ticket. Tickets once generated are resolved within pre-defined SLAs and resident can track

the status of each ticket online and post closure of ticket shares feedback score with

us, which helps us further fine tune our services

## TRANSPARENCY

All key information related to project operations, new events, happenings in the project are regularly updated to the residents through different means like as email, sms, portal/ app update and resident connect sessions. Further in order to ensure financial

transparency all financial statements are audited and shared with respective society representatives, who also get it independently audited and post which the statements are mutually signed off and accounts settled.

# OUR PERFORMANCE

## Environmental KPI Achievements

### Efficient Planning & Design

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Sustainable eco-system development ensuring reduced mobility needs (hence CO2 emissions) and superior quality of life.

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Efficient building designs, “Breathing architecture”, better & healthy air circulation, resulting in reduced energy needs for air conditioning.

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Across our offices projects glazing used is better than the glazing recommended in the ECBC/ECBC+ categories

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All commercial buildings LEED Gold/ BEE certification undertaken or in the process.

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40 lakhs kWh energy savings per year and reduced CO2 emissions of 2,900 tons per year, due to use of energy efficient equipments across our projects like regenerative drive, DOAS, 5 star installations and others.

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Ensuring all our offices buildings our pandemic resilient (planned to get IMMUNE rating – 3 star and 4 star).

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All our future projects would be EV ready with upfront space provisioning for EV chargers in future. EV adoption has potential to reduce CO2 emissions by 3,000+ tons per year at just Palava project.

## Energy Conservation

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22 lakh kWh units per year of renewable solar power generated.

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1,950 tons per year of CO<sub>2</sub> emission reduced due to implementation of various sustainability initiatives like smart street lights, renewable power, awareness drives and others.

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11,700 trees saved per year (CO<sub>2</sub> equivalent).

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## Water Resilience

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100% treatment of used potable water across projects.

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30 million litres per day capacity of STPs installed, helping save 7000 million litres of potable water per year due to use of treated water.

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1,150 million litres per year of potable water saved due to the implementation of various sustainable initiatives like low flow fixtures, awareness drives, robotic cleaning and treated water for construction.

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700 million litres per year of ground water saved (i.e. ground water flowing into STP), preventing 500 tons per year of CO<sub>2</sub> emissions.

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Palava has an LPCD of 92 in 2020, lowest across urban India.

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30 million litres of water per day volume across sites for effective rain water harvesting.

## Waste Management

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15+ Tons of organic waste processing capacity, have been installed across sites ensuring efficient waste management.

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## Green Spaces

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100+ acres of greens developed at Palava City.

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25,000 trees, planted 1.3 lakh sqft of urban forest in Thane.

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20 acres of Nursery which has 3 Lac + plants and 300+ plant species helping promote bio-diversity.

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Lakhs of trees from our in-house nursery facility is also contributed towards social plantation drives.

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## Environmental friendly Mobility services

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Palava is designed as a “pedestrian first” smart city. Upcoming phases of Palava would have dedicated non-motorized transport corridors.

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68 lakh Kms per year of shared mobility such as buses and carpooling, preventing 780 tons per year of CO2 emissions.

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35,000+ per year cycle rides, preventing 30 tons per year of CO2 emissions.



## Social KPI Achievements

### Employee Welfare

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Various programs launched for our people which helps ensuring skilling, upskilling and reskilling.

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Special program called KAG is established to retain talent and extended benefits provided to them and also multiple award programs exist to acknowledge deserving associates.

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The leadership team at Lodha has a female board member since 2018 and 3 female leaders amongst our top 10 leaders who lead functions / businesses and play a key role in the top management decisions. Overall gender diversity at the company level is nearly 23%.

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Numerous employee welfare initiatives launched such as emergency care, engagement initiatives, wellness center and many others. This has helped built a more conducive workplace where associates feel respected and valued, thus contributing to their maximum potential.

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### Community welfare

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Adopted a Corporate Social Responsibility policy in compliance with the requirements of the Companies Act, 2013 and the Companies (Corporate Social Responsibility) Rules, 2014.

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10,000+ students have received quality education, further launched Lodha Endowment need based scholarship program for the parents of all our schools.

## Community welfare

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20,000+ labourers have benefited from various initiatives undertaken such as Labharathi program, labour camp and other social initiatives.

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~3.5 lakh meals provided, free and healthy meal twice a day, to the daily wage earners and other underprivileged sections of our society during the COVID pandemic.

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Numerous other initiatives such as Mobile Health clinics, school health camps, girls education, providing educational materials, relief work, employment linkage programs and many others.

## Governance KPI Achievements

### Corporate Governance standards

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Various policies such as No Gifts policy, Code of conduct policy, transparency & ethics policy and anti-money laundering policy is implemented to ensure highest levels of ethical standards for our employees and overall for the company.

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Policies such as whistle blower policy and POPSH policy ensures a safe environment for all our employees and empowers them to freely and transparently come forward in case of any adversaries.

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Various employee welfare policies also implemented which ensures employee satisfaction and as a result enhances overall productivity.

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### Project Governance standards

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Participative Governance – ensuring residents participate in the governance process. Various resident forums and committees are formed across projects like the residents councils, citizen connect meetings, feedback processes, etc. this helps in ensuring regular engagement with residents for day to day operations of the project.

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Ensuring transparency across finance, operations and governance related areas. All key information related to project is regularly shared with the residents, also all financial statements are audited by independent 3rd party and shared with residents.

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Domain experts across projects are on boarded, this professional approach to governance has brought significant cost savings over the years (i.e. operations cost per square foot has reduced by ~10% YoY) and has provided high quality service to the residents.

## AWARDS & RECOGNITION

As a result of all the efforts directed towards various elements of the organization, Lodha group has been well recognized across

various platforms both domestically and internationally. Highlighting below few of the key awards & recognition of Lodha:

Award & Recognition Committee	Nature of Award
Times Real Estate Icons of West India 2020	Top Developer Of the Year
Times Real Estate Icons of West India 2020	The World Towers received recognition as Project of the Year & Top Super Luxury segment homes
Times Real Estate Icons of West India 2020	Palava was recognised as Top Township Project (above 350 acres)
Golden Brick Award Dubai 2019	Outstanding Project of the Year (National Category) for Palava
People Capital Index	Among the best 50 companies 2018
CNBC Awaaz Real Estate Awards 2018	Lodha Altamount
Grohe Hurun	Most Respected Real Estate Brand – India - 2017
JLL's Liveability Quotient	'Highest Liveability Quotient' for Palava - 2017
CNBC Awaaz Real Estate Awards 2017	'Best Residential Project under Ultra-Luxury Segment' - for Altamount
Business World	45th Most Respected Company in India, 2016
BW Business World Smart Cities Awards	Best Private Township - 2016
ET Best Realty Brands (BRB) Awards	Special Recognition Award - 2015
Great Places to Work	Ranked as one of 'India's Best Companies to Work For, 2015'
NDTV Property Awards	The Global Leadership in Real Estate Award - 2014
Brand Trust Report	The Most Trusted Real Estate Brand in the Country - 2014
Great Places to Work	Ranked as one of 'India's Best Companies to Work For, 2014'
Construction World Architect & Builder	India's Most Admired Builders - 2014
Education Today's India School Merit Award	Lodha World School ranked as India's No.1 ICSE school in the 'Innovative Teaching' 2019
Times Education Icons	Lodha World School wins 'Top School - Emerging - National Curriculum' 2020
Hindustan Times – Real Estate Titans	Iconic Smart City Award for Palava

