



SOCIAL – EMPLOYEES

Believing in the Power of People

At Brookfield India REIT, we believe in achieving success through our people. Over the years, we have encouraged a workplace that is led with inclusivity, embraces our diverse culture, invests in our teams to support individual development and growth and where equal opportunity is provided to all without discrimination. We value our most important asset our people - and we are committed to nurturing their health, safety and well-being.

These ethos are the foundation to maximizing individual performance and driving our business success. Because, when our people thrive, our business thrives.

BECAUSE WE CARE

Our commitment to the wellbeing of our people is unwavering and we consistently invest in their security and financial support during difficult times.

In August 2022, we introduced an emergency fund specifically designed to assist employees facing significant economic hardships due to life-altering serious illness or injury. This fund serves as a crucial resource, providing financial assistance beyond their insurance coverage. Employees have the option to be reimbursed up to ₹1M per annum, offering an additional layer of support beyond their existing insurance limits. We prioritize the welfare of our employees and strive to ensure their peace of mind during difficult circumstances.



KEEPING OUR PEOPLE SECURED

Corporate National Pension Scheme (NPS) was launched in September 2022 to encourage employees to build a retirement corpus while saving on tax.

IN IT TOGETHER

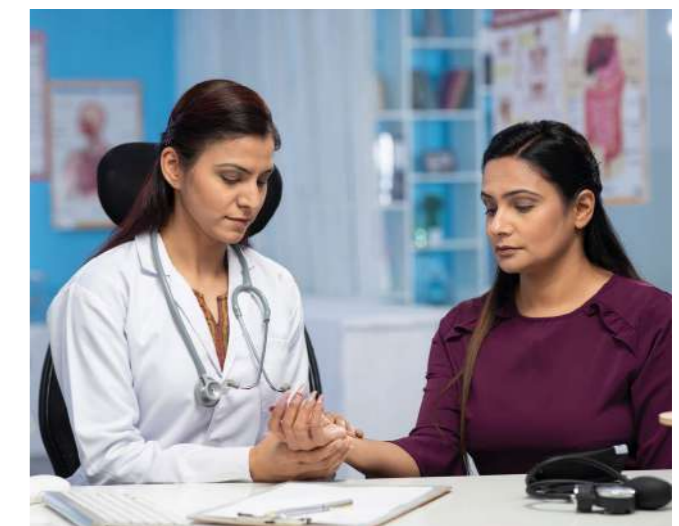
Launched on January 25, 2023, our new leave-sharing program seeks not only to promote collaboration at work but also to extend support to peers in times of personal exigency.

INVESTING IN OUR PEOPLE

We launched several new initiatives during FY2023 to ensure the welfare and well-being of our people. These initiatives were designed to keep employees in the best of physical and mental health as they continued to work towards the growth and development of the organization.

YOUR HEALTH OUR PRIORITY

Through a partnership with major city hospitals, we are providing comprehensive full-body health check-ups to employees across our campuses. The program launched in June 2022 is designed to promote physical health and well-being among our workforce, in line with our commitment to prioritizing their health.





DEVELOPING SOUND PRACTICES

Nurturing our talent through engagement, training and sound employee-policies supports our team in maximizing their performance. Our diverse training programs are tailored to meet the evolving needs of our business and are aimed at upskilling our people and opening new career pathways for them.



Mandatory Anti-Bribery and Corruption Training

To ensure compliance with laws and regulations, we conduct a mandatory virtual training program every quarter. The program is aimed at educating all employees, especially new joiners and those who attended the training session a year earlier, on the dangers of bribery and corruption and the importance of reporting any unethical behavior.

POSH Training

Our POSH training program is a crucial part of our commitment to maintaining an equal and inclusive workplace for all employees. This virtual training is mandatory for all new hires and for those who completed the program over a year ago. The training is conducted twice per quarter to ensure that all employees are up to date with the latest policies and practices related to preventing sexual harassment and promoting a culture of respect and equality in the workplace.



EMPOWERING OUR PEOPLE

Our training initiatives are a part of our continuous learning and development journey to help our employees reach their full potential. These include associate engagement and development sessions on diverse topics like problem-solving and effective communication on LinkedIn and making impact through virtual meetings. Our other training programs included executive coaching, ISO 50001 EnMS implementer course, safety audits and team building activities.



EMPLOYEE EXCELLENCE

We firmly believe that our employees are the driving force behind our success and we are committed to keeping them motivated and inspired. To this end, we regularly recognize and reward their contributions to our business growth. We showcase our star performers in our quarterly internal newsletter by publishing their names and photographs, celebrating their commitment and performance. During FY2023, we recognized 51 employees across India.



- The year-end gala dinner at Heritage Village Resort & Spa, Manesar, was a much-awaited event that brought together people from Delhi NCR.
- The annual corporate offsite at Jaypee Green Golf Spa & Resorts and Della, Lonavala, gave employees a chance to bond and learn together.
- Employees received gift coupons/vouchers on their birthdays, while the metro feeder shuttle launch and Employee Privilege Program made commuting and shopping easier.
- North Premier League, Internal Cricket Matches and other sporting events kept employees active and energized.

These engagement initiatives in FY2023 are a testament to our commitment to keeping our employees happy, motivated and inspired.



CELEBRATING TOGETHER

Employee engagement is a top priority for Brookfield India REIT. Through a wide range of initiatives, we have created a work culture that values our employees and recognizes their contributions.

- On the occasion of International Women's Day and Holi celebrations, the events showcased the talent and entrepreneurship of women through exhibitions and sales counters by self-help groups. Blind women offered foot reflexology, while a new caterer – a woman entrepreneur from 'Food Atelier/ Indian Alchemy' - served delicious food.
- The Diwali celebrations across all Brookfield India REIT assets were a hit, with Diwali Puja, lunch and distribution of goodies to employees.



INNOVATION CLUB

We believe in bringing together people from different backgrounds and experiences to help foster a culture of collaboration that creates fresh possibilities and value. We organized the 7th edition of Innovation Club, a platform to encourage creative thinking, exchange best practices and implement solutions to build a better workplace for tomorrow.



BUILDING STRENGTH THROUGH DIVERSITY

We launched Brookfield Properties Women's Network, a dynamic community of women within our organization. BPWN aims to create a supportive platform that empowers women to achieve their career aspirations, fosters a more diverse, equitable and inclusive workplace culture and contributes to the success of the company. BPWN invites all women at Brookfield India REIT to join our exclusive network of like-minded individuals, who are committed to making a positive impact and driving change.