

SOCIAL

# Addressing the Needs of Stakeholders

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At Brookfield India REIT, collaborative working is a way to ensuring shared success. We actively engage with all our stakeholders to identify their needs and priorities and adopt a structured approach to address them. These ensure value creation for all and enable us to improve our ESG performance.

Stakeholder group	Engagement method	Material matters	Our response
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>▪ Engagement survey</li> <li>▪ Management reviews</li> <li>▪ Townhalls/internal meetings</li> <li>▪ Internal communications</li> <li>▪ Risk assessments</li> <li>▪ Safety Management System development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Employee wellbeing</li> <li>▪ Diversity, inclusion and equal opportunity</li> <li>▪ Learning and development</li> <li>▪ Human rights</li> <li>▪ Occupational health and safety (OHS)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for: <ul style="list-style-type: none"> <li>▪ Productivity</li> <li>▪ Inclusivity</li> </ul> </li> </ul>
<b>CUSTOMERS/TENANTS</b>	<ul style="list-style-type: none"> <li>▪ Tenant satisfaction survey</li> <li>▪ Periodic property reviews</li> <li>▪ Emergency drills</li> <li>▪ 24 X 7 X 365 helpdesk</li> <li>▪ Quarterly feedback</li> <li>▪ Online and offline events and outreach</li> </ul>	<ul style="list-style-type: none"> <li>▪ Better experience and satisfaction</li> <li>▪ Business continuity and disaster management</li> <li>▪ Indirect economic impact</li> <li>▪ Local community development</li> <li>▪ Data privacy and cyber security</li> <li>▪ Climate resilient and sustainable campuses</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for: <ul style="list-style-type: none"> <li>▪ Resilience</li> <li>▪ Conservation</li> <li>▪ Inclusivity</li> <li>▪ Productivity</li> <li>▪ Profitability</li> </ul> </li> </ul>
<b>BANKS AND INVESTORS</b>	<ul style="list-style-type: none"> <li>▪ Meetings</li> <li>▪ Webcasts and calls</li> <li>▪ Half-yearly and Annual reports</li> <li>▪ Email updates</li> <li>▪ Website</li> </ul>	<ul style="list-style-type: none"> <li>▪ Corporate governance</li> <li>▪ Business ethics</li> <li>▪ Climate action and resilience</li> <li>▪ Resource conservation</li> <li>▪ Lifecycle impact</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for: <ul style="list-style-type: none"> <li>▪ Resilience</li> <li>▪ Profitability</li> </ul> </li> </ul>
<b>BOARD</b>	<ul style="list-style-type: none"> <li>▪ Periodic Board meetings</li> <li>▪ Quarterly updates</li> <li>▪ Email notifications</li> </ul>	<ul style="list-style-type: none"> <li>▪ Indirect economic impact</li> <li>▪ Local community development</li> <li>▪ Corporate governance</li> <li>▪ Business ethics</li> <li>▪ Business continuity and disaster management</li> <li>▪ Climate action and resilience</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for: <ul style="list-style-type: none"> <li>▪ Resilience</li> <li>▪ Profitability</li> </ul> </li> </ul>
<b>CONTRACTORS</b>	<ul style="list-style-type: none"> <li>▪ Meetings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Occupational health and safety (OHS)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for Productivity</li> </ul>
<b>NGOs AND COMMUNITIES</b>	<ul style="list-style-type: none"> <li>▪ Meetings</li> <li>▪ Civic and environmental partnerships</li> <li>▪ Philanthropy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Local community development</li> <li>▪ Indirect economic impact</li> <li>▪ Human rights</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for Community</li> </ul>
<b>SUPPLIERS</b>	<ul style="list-style-type: none"> <li>▪ Meetings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sustainable construction</li> <li>▪ Procurement practices</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reimagining for Conservation</li> </ul>

**SOCIAL**

# Redefining Workplace Experiences

The strategic importance of offices has today surpassed the realm of being a workplace. It is a place where organization can bring together its people for collaboration and building relations, spreading culture and attracting and retaining talent. At Brookfield India REIT, we are proactively innovating and reimagining real estate to create experiences that can achieve this.

**RECONNECTING TO REBUILD RELATIONS**

Strong and positive relations with tenants is a distinctive feature of all our campuses. We do this with sustained engagements and activities, which stopped during pandemic and lockdowns. Now with normalcy returning and tenants returning back to their preferred work destination, we focused on rebuilding the camaraderie. We ceremoniously welcomed them back with special events, beverages and other surprises. A total of three such welcome events were held across our campuses, spreading positivity and joy among returning employees.



Candor TechSpace, G2 campus rolls out the red carpet for Marelli's 250 employees and leadership with music, delicious food and beverage and photograph opportunities



The IGBC Platinum rated campus Candor TechSpace N2 welcomes Axtoria with live music



Kensington SEZ building, One South Avenue, Downtown Powai welcomes XPO, one of the world's leading transportation solutions providers



## ENHANCING WORKPLACE DESIRABILITY

In a new normal world, we are progressing towards creating workplaces where our people and communities truly want to be and which can truly be called a cultural home. We are doing so by supporting unique works that can deliver cultural experiences. Focused on this, The Live Project, was introduced to provide young artists a platform to showcase their talent at our campuses. A live gig and a stand-up comedy act were hosted at Candor TechSpace G2 and Candor TechSpace N2 which was attended by about 500 people.



**SOCIAL**

# Empowering People to Deliver Value

Our people drive our success and we seek to create a positive, open and inclusive work environment that enables our employees to develop professionally. We ensure this by committing to their health and well-being, learning and development and providing necessary career development support. At the same time, we align them to our vision and cultural policy framework targeted at reimagining workplaces.

## PROMOTING A SKILLED AND DIVERSE WORKFORCE

A focus on diversity and inclusion reinforces our culture of collaboration and strengthens our ability to maintain an engaged workforce. We value our people and support their long-term success by seeking opportunities for them to grow and develop professionally. We encourage a workplace culture where equal opportunity is provided to all without any discrimination. This enables us to attract diverse high-quality talent and integrate different viewpoints, which is key to innovating in our strive for reimagining workplaces. Over the years, our primary focus has been on gender diversity. Our efforts have led to a significant increase in female representation at the senior levels.

We are also focused on providing our employees with opportunities to grow, learn and develop new skills and stay updated through a robust training framework. This includes in-house and management training, leadership programs, safety trainings, technical and behavioral training. Leadership profiling is conducted for employees with designations of General Managers and above. Mandatory trainings on anti-bribery and corruption and prevention of sexual harassment (POSH) are conducted virtually every quarter.

16%

WOMEN REPRESENTATION  
IN WORKFORCE AS ON  
SEPTEMBER 30, 2022

3

WOMEN IN LEADERSHIP  
POSITION AS ON  
SEPTEMBER 30, 2022



## LEARNING AND DEVELOPMENT IN H1 FY2023

### PROGRAMS CONDUCTED

- Corporate real estate for leasing professional
- Build your professional image as a valued partner for operations and facilities management team
- Strategic thinking
- Problem solving
- Customer focused service attitude
- Effective communication
- Effective emails
- Managing conflict
- Time management
- Corporate etiquettes
- Influencing skills
- Effective execution
- Leadership fundamentals

### IMPACT

**131 hours**  
OF TECHNICAL /  
FUNCTIONAL TRAININGS  
AND CERTIFICATIONS

**4.76**  
AVERAGE FEEDBACK SCORE  
ACROSS ALL TRAINING SESSIONS

**110 hours**  
OF TOTAL BEHAVIORAL  
TRAINING

## BUILDING A TEAM OF ENGAGED PEOPLE

Active engagement with employees helps us in identifying and meeting their needs. We ensure this through open door culture and a quarterly newsletter 'PULSE' to keep them updated. Additionally, we conduct engagement surveys based on various development needs and regularly recognize and appreciate employees for their contributions.

We also arranged employee meets under the theme of Fun@Workplace. This included Friday Fiestas for promoting great conversation over fabulous meals, Kite-Flying Competition on Independence Day and gifting coupons/vouchers to employees on their birthdays. These efforts have helped promote harmony, openness and high engagement levels, as evident in our ability to attract and retain talent.





**PROMOTING HIGH HEALTH AND SAFETY STANDARDS**

Our goal is to have zero serious safety incidents by working toward implementing consistent health and safety principles across the organization. This is achieved through a robust occupational health and safety management system under which 100% of employees are covered. We also conduct regular safety related programs and training, enabling us to maintain a track record of no work-related injury. Further, during H1 FY2023, we organized a month-long full body health check-up across Fortis Gurugram, Noida and Delhi regions.

943

SAFETY TRAININGS  
CONDUCTED IN H1 FY2023





## SECURING LONG-TERM FINANCES

We set-up an Emergency Fund to provide financial assistance to employees experiencing economic hardships owing to life-altering serious illness or injury. Under this, reimbursement of up to ₹10 Lakh annually were assured beyond their insurance limit. Further, a Corporate NPS (National Pension Scheme) was introduced to encourage the employees to build a retirement corpus and save on tax.

# ₹224,135

FINANCIAL ASSISTANCE  
PROVIDED TO EMPLOYEES  
IN H1 FY2023

# 19

EMPLOYEES SUPPORTED IN  
INVESTING IN NATIONAL  
PENSION SCHEME IN H1 FY2023

SOCIAL

# Partner for Thriving Communities

At Brookfield India REIT, community is an integral part of our business and we recognize that the demand for financial support to take positive social actions far exceeds the supply. Therefore, we endeavor to collaborate with the communities to take meaningful actions, identify best use of our properties and strive to play the role of influencer to spread positiveness.

## FOSTERING A POSITIVE CHANGE

### EDUCATION



### SKILL DEVELOPMENT



### HEALTHCARE



### ENVIRONMENT AND SUSTAINABILITY



## SUPPORTING THE SPECIALLY ABLED

We organized a camp for distribution of prosthetics in collaboration with Inali Foundation to support their initiative of providing Electronic Prosthetic arms for free to people living in rural areas. The Foundation also run 'LIMBS on WHEELS' project, whereby van carrying prosthetics along with all the required facilities to fit them and a team visit areas where it was difficult for people to reach Inali's centers.

4,500

ELECTRONIC PROSTHETIC ARMS DISTRIBUTED BY INALI FOUNDATION TILL DATE

57

PROSTHETICS DISTRIBUTIONS SUPPORTED BY BROOKFIELD INDIA REIT DURING H1 FY2023



### ENABLING A GREENER PLANET

The 'Forest of Hope' plantation drive is our commitment to lead on sustainable solutions and build a better world for people, business, community and planet. Against a plan of planting 1,140 trees, driven by our commitment for greener planet, we planted 2,300 trees in Delhi/NCR covering 18 native species.

# 2,300

TREES PLANTED IN H1 FY2023

### SPREADING THE JOY OF COMMUNITY WELFARE

We organized an interactive session with The Earth Saviours Foundation, a non-profit organization dedicated to community welfare and serving the underprivileged. This was followed by an open interactive session with Mr. Jas Kalra, who made the audience understand various opportunities to engage with the communities to make a positive personal impact.

# 100+

PARTICIPANTS ATTENDED THE VARTALAAP EARTH SAVIOUR INTERACTIVE SESSION

