



## Janaadhar ESG Policy

Janaadhar embodies the vedantic practice of Karma Yoga. We are driven by performing selfless actions or services with the intention of improving the lives of others, especially our customers. We exemplify this by creating thriving and sustainable affordable housing communities across India. Janaadhar's commitment to sustainability is further strengthened given the present, grave environmental and societal challenges. We are driven to create constructive solutions to advance sustainable, long-term growth in our world, while serving the community, and also creating lasting growth and value for our company and all its stakeholders.

Our efforts are based on our ETHOS captured in the 'A SCRIPT' - Execution excellence in construction and affordable housing, through sustainable innovation.

1. Adaptability is fundamental to Janaadhar's culture. We expand & advance with the ever changing methods & techniques, & hail with the concept of staying updating with the surrounding. This particularly plays an important part in today's rapidly changing business environment with new technologies, market trends, and customer needs. Our culture of adaptability is constructed on the foundation of flexibility, creativity, open-mindedness, and entrepreneurship. Team Janaadhar is encouraged to think outside the box and experiment with new ideas and approaches, without fear of failure, in a supportive and collaborative work environment. Our adaptability helps attract and retain top talent. Overall it is our belief that adaptability is essential to thrive in today's highly dynamic business environment.
2. Sustainability: A culture of sustainability at Janaadhar involves adopting environmentally friendly practices in all aspects of the company's operations, including the design and construction of buildings, the use of renewable energy, and the reduction of waste and pollution. Sustainability is not limited within the lines of a page, it's a practice of living & conducting work processes. Thus we have set up a state of the art precast factory "Janaadhar Instabuild", at Bangalore to promote civil construction in the most affordable and sustainable manner possible. We are also implementing energy-efficient technologies, our focus does not stop with sustainable building materials, we also keep in perspective related aspects like reducing construction material wastage, especially water used for curing. In the process we aim to construct highly sustainable buildings, with our



previous projects, we have received certification by EDGE or IGBC in the past. We are pleased to state that Janaadhar Mangala, our highly sustainable and affordable housing development in GIFT City, Gandhinagar, Gujarat, was certified as IGBC - Gold in 2017, one of India's 1<sup>st</sup> such affordable housing communities. Overall, our culture of sustainability is essential for us to remain competitive and successful in the long-term. By embracing environmentally friendly practices and promoting social responsibilities, we have been creating value not just for our shareholders, but for all stakeholders, including the environment and society as a whole.

3. Collaboration: Janaadhar believes firmly in collaboration-based work culture. We live by the principle 'Together is Better', where individuals work together leveraging each others' strengths to achieve organizational goals. Being a strength based work culture, individuals are empowered to contribute using their unique skills and expertise as a team effort. Our culture fosters a sense of community and shared responsibility, leading to higher levels of productivity, innovation and happiness. By emphasizing teamwork, communication, empowerment, and continuous learning, Janaadhar has built a strong foundation for success in all our businesses. We use the same principle in all our interactions with our partners and customers.
4. Reliable: Janaadhar has established a name for itself associated with reliability & resiliency when it comes to employees and customers alike. We abide by these key principles:
  - a. Quality: Janaadhar places a strong emphasis on quality in all aspects of its work, including customer service. The company is committed to delivering high-quality projects that meet or exceed customer expectations.
  - b. Responsiveness: Janaadhar comprehends the responsibility & significance of being responsive to its customers' needs. The company strives to be available to its customers and to respond promptly to their inquiries and concerns.
  - c. Accountability: Janaadhar believes in being accountable to its customers. The company takes responsibility for its actions and works to rectify any issues that may arise during the course of a project.

Overall, Janaadhar's reliability-based culture for all its stakeholders (employees, investors, vendors and customers) creates an environment that is conducive to



trust, quality, responsiveness, and accountability. We seek to understand the needs of our stakeholders and find the right solutions for their individual circumstances. As a purpose driven and profit focused EPC contractor and affordable housing developer, we understand that our business can and should be engaged in activities that promote a positive influence in the world.

5. Innovation: Janaadhar also exemplifies & promotes innovation from all sources. Our culture is built around a commitment to progressive improvement and finding creative ways to solve grave civil engineering and affordable housing problems.

- a. For employees, Janaadhar fosters a culture of innovation by encouraging them to think outside the box and explore new ideas and approaches. The company provides opportunities for employees to participate in brainstorming sessions, pitch new ideas, and collaborate on innovative projects. We are also committed to using innovative construction technologies that add value not just to our employees but also our customers. Usage of precast construction technology, BIM solutions, Jtrak - construction lifecycle management IT tool, standardizing non mechanical (biomimicry) based STPs in all our developments etc. establish innovation as a cornerstone in everything we do.
- b. For customers, Janaadhar is committed to providing innovative solutions that meet their evolving needs. The company is constantly exploring new technologies and approaches to EPC contracting and quality affordable housing developments. We work closely with our customers to understand their unique requirements and preferences. Janaadhar also encourages customers to provide feedback and input on its products and services, and uses this feedback to drive innovation and improve customer satisfaction.

Overall, Janaadhar's innovation-based culture is built on a foundation of creativity, collaboration, and continuous improvement. By promoting this culture, the company is able to stay at the forefront, delivering high quality, on time and on budget buildings that meet the needs of our customers.

6. Predictability: At Janaadhar, we track our progress by following a calculated & planned path. This culture is built around a commitment to consistent performance and delivering on promises.

- a. For employees, Janaadhar promotes a culture of predictability by establishing clear performance expectations and providing regular feedback and support. The company has established processes and



procedures to ensure that employees understand their roles and responsibilities, and are able to meet the expectations set for them. Janaadhar also facilitates their employees with regular training and development opportunities to help improve their skills and performance.

- b. For customers, Janaadhar is committed to delivering predictable outcomes and consistent performance, based on highly innovative and detailed standardizing operating processes. The company has established elaborate yet simple planning protocols, quality control processes and procedures to ensure that all its products and services meet the highest standards of quality and reliability. Janaadhar also provides clear and transparent communication with its customers, keeping them equipped with the project progress and addressing any concerns or issues that arise.

Overall, Janaadhar's predictability-based culture is built on a foundation of detailed planning, clear communication, accountability, and consistency. By promoting this culture, the company is able to build trust and confidence among its customers and employees, and establish a reputation for reliable and predictable performance.

- 7. Transparency: Above all, Janaadhar is committed to its lucid transparency for employees & customers alike. This culture is built around a commitment to openness and honesty, and a belief that transparent communication is essential for building trust and fostering lasting relationships. Janaadhar values the trust of its customers and strives to maintain it through every interaction. The company is committed to being transparent in its dealings, delivering on promises, and keeping customers informed about the progress of their projects.

- a. For employees, Janaadhar promotes a culture of transparency by providing clear and open communication about company policies, procedures, and performance expectations. The company encourages employees to ask questions, provide feedback, and express their concerns, and provides regular updates on company performance and progress. Janaadhar also provides opportunities for employees to weigh in & actively participate in decision-making processes, promoting a sense of ownership and accountability.
- b. For customers, Janaadhar is committed to providing transparent and accurate information about its products and services. The company provides clear and concise information about its pricing, project timelines, and other important details, and is always available to answer customer questions and address concerns. Janaadhar also provides regular updates



on project progress and performance, keeping customers informed and engaged throughout the process.

Overall, Janaadhar's transparency-based culture is built on a foundation of honesty, openness, and accountability. By promoting this culture, the company is able to build strong relationships with its customers and employees, and establish a reputation for integrity and trustworthiness.

Our ESG policy detailed below leverages our cultural strengths to deliver highly sustainable yet affordable solutions:

- **Environmental:**

At Janaadhar, we are committed to protecting the environment by:

1. Minimizing our environmental impact by adopting sustainable practices and reducing our carbon footprint.
2. Complying with all applicable environmental laws and regulations.
3. Encouraging the use of sustainable resources, reducing waste, and promoting recycling and reuse.
4. Developing and promoting innovative technologies and solutions to address environmental challenges.
5. Regularly monitoring our environmental performance, setting targets, and reporting on progress.

- **Social:**

At Janaadhar, we are committed to promoting social well-being by:

1. Respecting the human rights of our employees, customers, and stakeholders.
2. Providing a safe and healthy work environment, promoting diversity and inclusivity, and fostering a culture of respect and integrity.
3. Supporting community development initiatives and partnering with local organizations to address social challenges.
4. Engaging with our suppliers to ensure that they adhere to ethical standards and respect human rights.
5. Encouraging employee volunteerism and community involvement.



- **Governance:**

At Janaadhar, we are committed to maintaining high standards of corporate governance by:

1. Operating in a transparent and ethical manner and ensuring compliance with applicable laws and regulations.
2. Promoting accountability and integrity at all levels of the organization.
3. Maintaining an independent board of directors and ensuring that they represent the interests of all stakeholders.
4. Providing timely and accurate information to stakeholders and engaging in regular communication with them.
5. Regularly reviewing and updating our governance practices to ensure they are aligned with best practices.

- **Implementation:**

At Janaadhar, we will implement this ESG Policy by:

1. Assigning responsibility for the implementation to senior management.
2. Integrating ESG considerations into our business decision-making processes and ensuring that all employees are aware of our commitment to ESG.
3. Regularly reviewing and updating our ESG performance and reporting on progress to stakeholders.
4. Encouraging collaboration with stakeholders to identify and address ESG risks and opportunities.
5. Regularly reviewing and updating this ESG Policy to ensure it remains aligned with our business strategy and values.

In the end we reiterate that housing is a fundamental human need. Majority of our population is economically weak, affordable housing is the need of the hour. Every rupee invested towards this cause to my mind will create the most significant impact in the ESG space. The reason is simple: without a reliable shelter, everything else falls apart, including our planet earth. Janaadhar stands committed to providing quality homes to the poor and also saving Mother Earth.

Executive Director & CEO  
Sandeep Bedi