



Environmental, Social and Governance (ESG) Policy

Purpose:

My Home Constructions Pvt Ltd., (My Home) is committed to minimizing its impacts on the environment, growing sustainably, and inspiring others to act. My Home has adopted the Environment, Social & Governance (ESG) Policy to encapsulate its dedication to the national agenda of ensuring inclusive and sustainable development.

Our ESG Purpose Statement "Create vibrant spaces that harmonize with nature, elevate social well-being, and provide long-term value for our stakeholders".

It outlines our commitment to building sustainable, equitable, healthy, and diverse communities through innovative business practices and exemplary ESG performance.

This commitment influences every aspect of our business, including project design and construction, company operations, stakeholder collaboration, and progress reporting.

Objective of ESG Policy:

The ESG policy is intended to align My Home's overall business and operational objectives aligned with the Sustainable Development Goals (SDGs).

Environmental Objective	Social Objective	Governance Objective
- Aim to negate environmental impact through innovative design solutions, energy efficiency ratings and green building certifications. - Focus on efficiently managing climate-related risks and forming strategic alliances to support sustainable development.	- Create spaces that improve the overall quality of life for our customers and engage in activities that elevate and empower the local community. - Invest in our employees' well-being and development and foster an environment that promotes diversity and inclusivity.	Implement governance practices that promote ethical and transparent operations while enhancing long-term value and sustainability.

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(ESG) POLICY**

MHCPL-SP-001

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My Home Constructions Pvt Ltd. aims to establish a set of actions under different aspects of E, S & G that shall be focused on and implemented to achieve ESG commitments.

Environmental Aspects:

Sr. No	Environmental Aspects	Descriptions
1	Energy Efficiency	Planning & Design Stage Requirements:
		- Optimize building orientation for natural daylight
		- Select high-performance building envelope materials
		- Use high SRI material for terrace
		- Energy-efficient lighting design
		- Select energy-efficient appliances
		- Design electrical distribution systems for minimized waste
		- Energy modelling for HVAC selection
		- Utilize Chiller plant manager/EMS for HVAC control
		- Incorporate demand-controlled ventilation
		Operational Stage Requirements:
		- Implement commissioning process
		- Proactive maintenance
		- Utilize energy monitoring system
		- Provide building/fit-out guidelines
2	Water Conservation	- Minimize freshwater use & Maximize water recycling
		- Install low-flow fixtures in bathrooms, kitchens & high-use areas
		- Encourage rainwater harvesting
3	Waste Management	- Reduce waste generation & Install OWC across all projects
		- Promote circular economy
4	Biodiversity and Habitat Protection	- Protect and enhance biodiversity and habitats
5	Resource Efficiency	- Measure and demonstrate energy, GHG, water, and waste efficiency improvements
6	Sustainability Certifications	- Deliver IGBC or LEED Gold/Platinum certified projects
		- Obtain WELL HSR for operational buildings
7	Climate Resilience	- Enhance the project's resilience to climate-related disasters and extreme weather events (e.g., floods, heatwaves) by implementing comprehensive preparedness and mitigation measures
		- Adapt to changing climate effects

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8	Pollution Prevention	- Reduce pollution at the source
		- Comply with legal requirements & monitor periodically
9	Occupant Wellbeing	- Manage indoor environmental quality
10	Material Conservation	- Reduce material consumption
		- Promote paper-free office
11	Sustainable Procurement	- Procure Green certified products like GreenPro, EPD etc.
		- Encourage suppliers to follow environmental standards
12	Sustainable Design and Construction	- Apply environmental /green building best practices in building projects
13	Renewable Energy	- Procure or generate energy from renewable sources
14	Net-Zero Emissions	- Achieve net-zero GHG and carbon emissions by 2050
		- Use low GWP refrigerants for HVAC
		- Procure low carbon material for building projects
		- Foster energy conservation and efficiency
		- Use energy-efficient fixtures
		- Incorporate energy conservation measures

Social Aspects:

Sr. No	Social Aspects	Descriptions
1	Employee welfare, Health & Wellbeing	- Promote a safe and conducive work environment - Abide by HSE, Wellbeing & Fire Safety policy - Provide guidance on occupational health and safety, healthcare benefits, and medical cover - All employees will be paid living wages, timely salaries, allowances and other benefits as per the statutory provisions and as agreed based on collective bargaining - Provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation - Maintain a strict No Smoking / No Vaping policy across all our properties and project premises. - Implement regular water quality monitoring and management plans to prevent contaminants such as Legionella
2	Human Rights Protection	- Preserve and promote human rights and welfare i) Prohibit child labour, forced labour, and compulsory labour across all operations and supply chains, in compliance with applicable laws and international standards (including ILO conventions)

Prepared & Recommended

By:

AVP - Projects & Sustainability

Reviewed By:

Director - Projects

Approved By:

EVC / MD


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		ii) Respect employees' rights to freedom of association and collective bargaining. iii) Continuously improve labour standards and working conditions to provide a safe, fair, healthy, and dignified workplace for all employees. - Comply with all applicable laws and respect internationally recognized human rights
3	Stakeholder Engagement	- Develop policies for environmental improvements (safety and wellness)- Wellbeing policy - Cultivate strong stakeholder relationships - Integrate health and safety measures into all emergency preparedness and response plans to ensure the well-being and protection of building occupants during emergencies.
4	Community Engagement	- Engage in CSR activities for community wellbeing and development as per Companies act 2013 (Section 135)
5	Customer Relations Management	Effective Systems shall be provided for: i) Registration of Customer complaints. ii) Timely redressal of customer complaints. iii) Making status on Customer Issues iv) Periodic reporting to top management / concerned authorities on the status of all customer complaints with details of analysis. - Customer feedback/satisfaction survey shall be conducted quarterly to assess customer satisfaction for commercial operations. - In Residential projects, ensure continuous improvement by addressing resident feedback and complaints through our Facility Management team till agreed post-construction period.
6	DEI	- No discriminate based on race, caste, religion, colour, ancestry, status, gender, sexual orientation, age, nationality, ethnic origin, disability (as per the requirements of the Rights of persons with Disabilities Act, 2016), or any other legally protected category. - Committed to fair and unbiased pay practices, ensuring equal opportunities and compensation for all employees regardless of gender, and regularly reviewing and addressing any gender pay disparities. - Provide an environment of equality and respect for all employees and contractors.

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Governance Aspects:

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1	Anti-corruption/ Bribery	- Ensure to comply with all local and national laws related to anti-bribery and anti-corruption - Eliminate bribery and corruption risks
2	Information technology & Data protection	- Implement policies for data privacy, data protection, cyber security and ethics - Protect all confidential information and intellectual property of the company or associated parties.
3	Leadership	- Governed by Board of Directors with the day-to-day management carried out by each of the promoters. - Company's operations in line with the Companies Act, 2013, ensuring transparency, accountability, and alignment with equity shareholder rights, fiduciary duties and responsibilities. - Maintaining effective Board leadership and management processes
4	Political contributions	- Shall preclude any activity that could be interpreted as mutual dependence favour with any political body or person, and shall not offer or give any Company funds or property as donations to any political party, candidate or campaign.
5	ESG and Executive Compensation	- Identify ESG metrics in performance reviews - Include ESG KPI's in performance evaluations
6	External Assurance and Disclosure	- Participate in ESG global ratings like GRESB etc

Our ESG Committee:

At My Home, we have established a Management Committee, an ESG Committee, and an ESG Working Group. The ESG Working Group is dedicated to implementing and executing ESG aspects on the ground level, with support from the ESG Committee. Any decisions requiring management-level approval will be brought to the Management Committee. The primary objective of the ESG Committee is to gather, review, and synthesize data from various parts of the business for presentation in board meetings. This committee is also responsible for drafting ESG sections within audited accounts and providing all necessary information regarding ESG disclosures.

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The overarching aim of the committee is to foster a unified understanding of ESG principles, including environmental, social, and governance aspects, while promoting robust corporate governance standards within the real estate industry.

The key objectives of the committee are to:

- Emphasize the importance of environmental measures, sustainability goals and performance, at all levels of the business.
- Provide best practice on the structure, policies and regulations that impact the business.
- Increase understanding and awareness of corporate governance and social aspects that impact the industry.

Implementation:

My Home will implement this policy by:

- Ensuring that all development projects comply with the ESG requirements outlined in this policy.
- Providing training and support to project teams to facilitate the implementation of sustainability practices.
- Monitoring compliance with this policy and taking appropriate action in cases of non-compliance.

Monitoring & Review:

To ensure the effectiveness and alignment of our actions with our ESG objectives, it is essential to establish a robust monitoring and review process:

Regular Meetings: The ESG Committee will convene regular meetings to discuss and review the progress of ongoing ESG initiatives and actions.

Documentation: All ESG-related actions, initiatives, and their outcomes will be documented systematically to facilitate tracking and review.

Key Performance Indicators (KPI's): Relevant KPI's will be identified to measure the impact and effectiveness of ESG initiatives. These KPIs may include but are not limited to:

- Reduction in carbon emissions
- Diversity and inclusion metrics



- Health and safety performance
- Compliance with environmental regulations
- Community engagement and social impact

Data Collection and Analysis: Data pertaining to ESG performance will be collected from various sources, including internal records, reports, and external assessments. This data will be analyzed to assess progress and identify areas for improvement.

Stakeholder Engagement: Feedback from internal and external stakeholders will be solicited to gauge perceptions and gather insights on our ESG initiatives' effectiveness.

Managing conflicts of interest: My Home's employees strive to avoid conflicts of interest. However, if a situation arises that may result in a potential conflict of interest, the employee must immediately alert their direct line manager as well as Chief Vigilance Officer.

Reviews:

The Management Committee, ESG Committee, and ESG Working Group are integral to the implementation of ESG initiatives. These following review mechanisms ensure ongoing oversight, accountability, and continuous improvement in our ESG performance.

Review timelines are established as follows:

ESG Working Group: Monthly reviews will be conducted to evaluate the progress of ESG actions, assess target attainment, and identify any deviations or challenges encountered. This frequent review mechanism ensures timely intervention and alignment with ESG goals.

ESG Committee: The ESG Committee will convene on a quarterly basis to review the overall progress of ESG initiatives, provide strategic guidance, and address any systemic issues or emerging trends.

Management Committee: The Management Committee will conduct annual reviews to assess the effectiveness of ESG implementation, align ESG objectives with broader organizational goals, and make high-level decisions regarding resource allocation and strategic direction.



My Home Constructions (P) Ltd. Corporate Office

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Annual Report: An annual ESG report will be prepared summarizing the outcomes of the monitoring and review process. This report will provide stakeholders with a comprehensive overview of our ESG performance, achievements, and future objectives.

Policy Update: This Policy shall be reviewed and updated, as applicable, on an annual basis. If changes or updates to the policy are considered significant, approval is required prior to implementation.

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