



PRESTIGE ESTATES PROJECTS LIMITED

ESG Policy

REGISTERED OFFICE:

Prestige Falcon Tower, No. 19,
Brunton Road, Bangalore-560
025 Karnataka, India

CIN: L07010KA1997PLC022322

ESG POLICY

1. Introduction

At Prestige Group, we are building more than just spaces – adding prestige to the lives and building a future. We recognize that true success lies in positively impacting our environment, our people, and the communities we serve. This Policy outlines our ambitious agenda for achieving sustainable excellence. We go beyond compliance, actively seeking ways to:

- **Minimise our environmental footprint:** We are committed to resource efficiency, pollution reduction, and maximizing reuse and recycling. We envision being the champions of sustainable construction practices and enriching the biodiversity around our developments.
- **Empower our people:** We will foster a safe, inclusive, and well-being-focused work environment that prioritizes physical and mental health, work-life balance, and growth opportunities.
- **Build thriving communities:** We will engage with stakeholders to ensure inclusive development, promote responsible use of our spaces, and advocate for practices that benefit society.

The policy is a promise and a commitment. By integrating ESG principles throughout our operations, we aim to:

- Set new industry benchmarks for sustainability.
- Attract and retain top talent who share our values.
- Deliver beyond expectation & best quality products to our customers.

This Policy has been developed with reference to the following key frameworks:

- National Guidelines on Responsible Business Conduct (NGRBC)
- Business Responsibility and Sustainability Reporting (BRSR)
- Global Reporting Initiative (GRI)
- Global Real Estate Sustainability Benchmark (GRESB)
- United Nations 2030 Agenda and the Sustainable Development Goals (SDGs)

2. Objective

This policy is a guiding framework for our business practices, ensuring that we operate responsibly and sustainably, creating long-term value for our stakeholders. By adopting this policy, we reaffirm our commitment to sustainability, social responsibility, and good governance, demonstrating our dedication to being a leader in ethical business practices, stakeholder engagement, and responsible advocacy.

3. Scope and Applicability

This policy applies across all locations and to all entities of Prestige Group. It serves as a foundational framework to integrate environmental, social, and governance principles into daily operations and decision-making across all levels of the Group. By embedding ESG considerations

into our corporate culture, we reinforce our commitment to sustainability, ethical business conduct, and long-term value creation for all stakeholders.

4. ESG Guiding Principles

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Prestige lays a strong emphasis on ethical corporate citizenship and the establishment of a good corporate culture. It has always believed in adhering to the best governance practices to ensure the protection of the interests of all stakeholders of the Company in tandem with healthy growth.

The Company pursues the following commitments in this regard:

- Develop governance structures, procedures, and practices that ensure ethical conduct at all levels across its value chain.
- Assure access to information about its decisions that impact relevant stakeholders.
- Maintain zero tolerance for bribery, corruption, facilitation payments, and any form of undue advantage, ensuring compliance with applicable anti-corruption laws and promoting ethical conduct across all interactions with government authorities, customers, and business partners, supported by robust anti-bribery and anti-corruption controls.
- Establish robust mechanisms to prevent, identify, and transparently manage conflicts of interest across all governance and operational levels.
- Truthfully discharge its responsibility in making financial and other disclosures timely, including transparent reporting of any material regulatory non-compliances, fines, or penalties.
- Ensure that every employee of the Company abides by the values and commitment to ethical business practices reflected in the Company's Code of Conduct.
- Ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- Encourage and actively support its business partners, suppliers, and third parties across the value chain to adopt these ethical standards, while maintaining transparency in related-party and material business transactions.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

The Company optimizes resource efficiency, safety, and ecological balance across the life cycle of its real estate developments and services. It pursues the following commitments in this regard:

- Ensure that all products, building processes, and services comply with applicable environmental, safety, and statutory regulations.
- Embed core principles of sustainable labor practices, human rights, ethics, occupational health, safety, and environment into the procurement, manufacturing, and delivery of all goods and services, as governed by the Company's internal policies.
- Sustainably source significant raw materials, products, and services to progressively balance social, economic, and environmental impacts.

- Factor in relevant social and environmental considerations, including climate resilience, energy efficiency, and biodiversity during the conceptualization and development of all real estate projects and services.
- Recognize and respect the rights of intellectual property owners across all design, engineering, and execution processes.
- Design and construct resource-efficient buildings that optimize the consumption of energy, water, and materials during construction and subsequent occupancy.
- Conduct Life Cycle Assessments (LCA) for key projects to systematically analyze, mitigate, and reduce the environmental footprint of our developments from design through construction and end-of-use.
- Allocate dedicated investments and research towards sustainable technologies, green building materials, and renewable energy integration.
- Collaborate with supply chain members who comply with laws related to labor practices, human rights, anti-corruption, health, safety, and the environment, while actively driving resource efficiency among vendors.
- Build capacity and sensitize value chain partners including third-party contractors, vendors, transporters, and material suppliers to empower them to fulfill their sustainability responsibilities.
- Implement robust waste management and reclamation frameworks to minimize construction waste and maximize the recycling/reuse of structural and post-development waste materials.
- Enhance consumer and occupant awareness regarding safety, sustainable usage of amenities, resource conservation, and transparent disclosure of project specifications as per applicable housing laws.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

The Company fosters a safe, inclusive, and empowering workplace culture that prioritizes the health, safety, and professional progression of its workforce. It pursues the following commitments in this regard:

- Instill a deep sense of safety accountability in every employee, including third-party contractual laborers, construction workers, and service providers operating on the Company's premises or project sites.
- Provide an institutionalized workplace environment that is safe, hygienic, humane, and designed to safeguard the physical and mental well-being of all workers.
- Incorporate accessible infrastructure and tailored workplace facilities to fully accommodate the needs of employees with special needs or disabilities.
- Support a healthy work-life balance for all team members, with targeted initiatives and policies to sustain the well-being of female employees.
- Ensure the timely payment of fair living wages that meet basic needs, offering robust economic security to both permanent employees and seasonal/contractual workers.
- Promote continuous skill development, technical training, and professional competency upgrades for all employees to support long-term career growth.
- Implement institutionalized "Return to Work" frameworks and supportive transition programs to seamlessly reintegrate employees returning from extended absences, including maternity, paternity, parental, or long-term medical leave.

- Respect the right of employees to freedom of association, participation, and collective bargaining, ensuring unhindered access to transparent and appropriate grievance redressal mechanisms.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

The Company systematically identifies, engages with, and balances the expectations of its stakeholders including employees, shareholders, investors, customers, supply chain partners, local communities, and regulatory authorities. It pursues the following commitments in this regard:

- Formulate clear scopes of engagement to proactively understand and address the distinct interests, expectations, and concerns of all stakeholder groups.
- Acknowledge, assume responsibility for, and maintain transparency regarding the social, economic, and environmental impacts of the Company's policies, decisions, real estate developments, and operational activities.
- Conduct periodic Materiality Assessments to systematically identify, prioritize, and manage environmental, social, and economic issues that are most critical to both the long-term sustainability of the business and our stakeholders.
- Prioritize and extend targeted attention to stakeholders who are marginalized, vulnerable, disadvantaged, or located within underdeveloped regions surrounding our operations.
- Establish institutionalized, two-way Communication Channels including structured community consultations, vendor meets, customer/employee satisfaction frameworks, and transparent investor forums to ensure continuous dialogue.
- Resolve grievances, conflicts, and operational differences with all stakeholders in a just, timely, fair, and equitable manner through accessible redressal platforms.

Principle 5: Businesses should respect and promote human rights.

The Company integrates human rights principles throughout its corporate culture, operations, and business relationships, aligning its practices with national regulations and internationally recognized human rights standards. It pursues the following commitments in this regard:

Human Rights Due Diligence and Remediation

- Conduct periodic Human Rights Due Diligence (HRDD) across all operations and real estate development projects to proactively identify, prevent, and mitigate potential human rights risks.
- Establish accessible, confidential, and transparent grievance mechanisms to provide effective remedy to anyone whose human rights may have been adversely impacted by the Company's business activities or value chain.
- Promote a culture of complete equality where recruitment, compensation, career advancement, and all employment decisions are based strictly on merit, skills, and performance, without discrimination.
- Enforce an absolute zero-tolerance policy against all forms of workplace harassment, including verbal, physical, psychological, or visual coercion.

- Maintain a robust and legally compliant Prevention of Sexual Harassment (POSH) framework, supported by Internal Committees (IC), to guarantee a safe, secure, and respectful environment where employees can report concerns confidentially and without fear of retaliation.
- Prohibit and strictly enforce zero tolerance for the deployment of child labor, forced labor, bonded labor, or any form of involuntary labor whether paid or unpaid across all Company sites and offices.
- Ensure that no person below the legal working age of eighteen years is employed under any circumstances in the workplace or on project construction sites.
- Prohibit any practices involving corporal punishment, mental or physical coercion, or arbitrary disciplinary actions that compromise human dignity.
- Incentivize and hold value chain partners, contractors, and third-party vendors accountable for upholding these identical human rights standards within their own workforces.
- Engage with local communities surrounding operational areas to understand their human rights concerns, actively supporting initiatives that protect vulnerable, displaced, or marginalized groups.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

The Company places the highest corporate priority on environmental protection, striving for performance that exceeds regulatory compliance to actively reduce ecological footprints, combat climate change, and preserve natural resources for future generations. It pursues the following commitments in this regard:

- Measure, manage, and progressively reduce Greenhouse Gas (GHG) emissions across operations, targeting reductions in Scope 1, Scope 2, and Scope 3 emissions.
- Foster a business environment that prioritizes energy-efficient management practices and invests in Renewable Energy Integration such as solar and wind systems to minimize reliance on non-renewable grids.
- Incorporate smart building technologies, home automation, and energy-management systems to optimize real-time resource consumption across all properties.
- Implement holistic water management frameworks across all real estate developments, prioritizing rainwater harvesting, advanced wastewater treatment, recycling, and the deployment of Zero Liquid Discharge (ZLD) systems.
- Optimize natural resource usage to eliminate wastage while enforcing proactive environmental management strategies to mitigate air, water, soil, and noise pollution during construction and occupancy.
- Utilize green and innovative construction methods such as modular construction and prefabrication, to dramatically minimize on-site energy consumption and construction waste.
- Design urban development projects that integrate seamlessly with local ecosystems, ensuring construction activities do not disrupt natural waterways, soil stability, or regional topography.
- Enhance and restore biodiversity by establishing dedicated green belts, urban forests, and native flora conservation initiatives within all project perimeters.

- Target recognized green building certifications (such as LEED, IGBC, or GRIHA) for all new developments to validate the Company's dedication to sustainable architectural design.
- Develop robust environmental disaster management plans and conduct climate vulnerability assessments to ensure projects are resilient against extreme weather events and long-term climate risks.
- Continuously engage with value chain partners, technology providers, and regulatory authorities to align the Company's environmental milestones with national and global sustainability benchmarks.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

The Company collaborates with government authorities, legislators, trade associations, and regulators to drive positive systemic changes, practicing proactive advocacy aimed at promoting societal well-being and sustainable development rather than securing narrow commercial advantages. It pursues the following commitments in this regard:

- Engage constructively with government bodies and regulatory authorities to support the formulation of progressive public policies that promote sustainable, transparent, and equitable economic growth.
- Advocate for the adoption of industry-wide best practices that extend beyond mere regulatory compliance to explicitly advance environmental preservation and social welfare.
- Ensure that all public policy advocacy positions taken by the Company are completely aligned with the sustainability commitments, human rights principles, and ethical standards declared in this ESG Policy.
- Exercise responsible leadership within chambers of commerce, industry associations, and real estate trade bodies to encourage sector-wide accountability and sustainable construction norms.
- Maintain transparency by disclosing the Company's memberships, affiliations, and core engagement details with key industry and trade associations in line with statutory reporting frameworks.
- Ensure that any policy representations made by the Company or through joint industry forums are documented, authorized, and made accessible to stakeholders where relevant.
- Utilize insights from ongoing stakeholder and community dialogues to ensure that the Company's public advocacy efforts authentically reflect broader societal and public interest needs.

Principle 8: Businesses should promote inclusive growth and equitable development.

The Company systematically designs and drives its social investments, community development programs, and operational practices to build inclusive, resilient, and economically self-sufficient communities. It pursues the following commitments in this regard:

- Conduct Social Impact Assessments (SIA) for large-scale real estate and infrastructure development projects to evaluate, minimize, and proactively mitigate any adverse effects on local community ecosystems, heritage sites, and livelihoods.

- Ensure a just, fair, and collaborative approach toward resettlement, rehabilitation, and livelihood restoration in the rare event that project development causes any form of land displacement or temporary economic disruption.
- Engage in proactive, continuous consultation with local communities and local governance bodies surrounding project locations to map real, long-term societal requirements.
- Design and invest in strategic Corporate Social Responsibility (CSR) and community development programs centered on enhancing access to quality education, healthcare infrastructure, clean water, and sanitation.
- Drive sustainable livelihood initiatives by providing structured technical skills training, vocational development, and entrepreneurship opportunities, with a distinct focus on empowering underprivileged, marginalized, or vulnerable populations.
- Prioritize local sourcing, hiring local labor, and engaging local vendors and material suppliers around construction project perimeters to directly generate localized economic growth and employment.
- Leverage innovative building technologies, universally accessible design methodologies, and affordable real estate solutions to create built environments that promote broader social inclusion and accessibility for all segments of society.
- Innovate and invest in infrastructure processes that protect common public resources, prevent environmental degradation of community lands, and foster a healthy living standard for neighboring populations.

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

The Company designs, promotes, and delivers its real estate developments and services on a foundation of trust, transparency, and consumer satisfaction, ensuring that all consumer interactions prioritize long-term well-being and market fairness. It pursues the following commitments in this regard:

- Ensuring that all marketing, design, sales, and promotional strategies protect and respect consumer freedom of choice, actively avoiding any practices that restrict open market competition.
- Commit to fair, balanced, and transparent contractual terms across all customer agreements, allotments, and sale deeds, ensuring absolute alignment with real estate regulatory standards (RERA) and avoiding one-sided clauses.
- Disclose all project information, specifications, statutory approvals, and delivery timelines truthfully, factually, and transparently as per applicable housing and consumer protection laws.
- Communicate potential risks including safety guidelines for property usage, structural care, and localized environmental restrictions so that customers can utilize their spaces in a safe and responsible manner.
- Enforce marketing and advertising protocols that guarantee all promotional collateral, digital media, and brochures are clear, accurate, and completely free from misleading or confusing claims.
- Establish and continuously upgrade state-of-the-art cybersecurity frameworks to defend corporate systems against unauthorized access, data breaches, and systemic vulnerabilities.

- Safeguard the personal data, financial records, and privacy of our consumers through robust data protection protocols, ensuring that sensitive customer information is collected, processed, and stored with strict confidentiality.
- Maintain accessible, responsive, and institutionalized consumer feedback and grievance redressal mechanisms to promptly, fairly, and efficiently resolve customer queries, maintenance complaints, or service disputes.

5. Implementation

- This Policy shall be communicated to employees across all operational levels and permanently displayed on the Company's public website.
- The Chairman or Managing Director, through the ESG Council chaired by the Executive Director and supported by the dedicated ESG Department, is responsible for implementing policies across all business operations.
- Day-to-day compliance tracking and data evaluation shall be managed by the ESG Department on a regular basis.

6. Grievance Redressal

- Prestige resolves all stakeholder grievances through a transparent, sensitive, and timely process. The Company guarantees strict protection against retaliation, discrimination, or adverse professional consequences for anyone reporting concerns in good faith.
- Any grievances/ complaints with respect to violation of the policy shall be reported to the Vigilance officer as per the Vigil Mechanism Policy (Whistle Blower Policy) adopted by acchairman@prestigeconstructions.com
- Upon receiving a report, the Company will promptly investigate the matter and execute necessary corrective or disciplinary actions in accordance with established internal governance and escalation procedures.

7. Monitoring & Review

- This Policy will be reviewed regularly to ensure continuous alignment with evolving regulatory mandates, SEBI BRSR frameworks, and changing stakeholder expectations.
- Any material updates, amendments, or structural revisions to this policy will be formulated by the ESG Department, vetted by the ESG Council, and presented to the Board of Directors for final review and approval.