

# **GIRIRAJ CIVIL DEVELOPERS LIMITED**

## **Sustainability Policy**

**20 November 2025**

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## SUSTAINABILITY POLICY

### Objective

**Giriraj Civil Developers Limited**, as a responsible infrastructure developer, recognizes Sustainability and ESG (Environmental, Social, and Governance) as foundational pillars of its purpose. These principles are vital for building resilience, ensuring long-term value creation, and contributing positively to society and the environment.

We believe that our success is inseparable from the value we create for stakeholders, communities, and the natural ecosystem. This includes both tangible and intangible outcomes such as sustainable resource use, safety culture, employee empowerment, and community well-being.

This Policy formalizes our sustainability aspirations, targets, and strategic roadmap for the short, medium, and long term.

### Regulatory Framework

In alignment with Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, Giriraj Civil Developers Limited shall include Business Responsibility and Sustainability Reporting (BRSR) in its Annual Report. This Policy will serve as a guiding framework wherever BRSR principles overlap.

### Principles and Focus Areas

At Giriraj Civil Developers Limited we commit to embedding ESG principles across all operations and processes, with focus on:

- **Sustainable Transformation:** Continuously improving business processes to minimize environmental impact.
- **Stakeholder Engagement:** Collaborating with stakeholders to achieve measurable sustainability targets.
- **Resource Optimization:** Ensuring efficient use of natural resources and minimizing waste.
- **Carbon Footprint Reduction:** Lowering greenhouse gas emissions through energy efficiency, renewable energy adoption, and green construction practices.
- **Net-Zero Commitment:** Progressively aligning with national and global carbon reduction goals.
- **Safe Work Environment:** Providing a healthy, safe, and inclusive workplace for all employees and workforce.
- **Equal Opportunity:** Promoting meritocracy and non-discrimination across all levels.
- **Community Empowerment:** Supporting communities to lead dignified lives through sustainable infrastructure and social initiatives.
- **Innovation:** Investing in R&D for eco-friendly construction technologies and materials.
- **Ethics & Transparency:** Upholding the highest standards of integrity in all business dealings.
- **Risk Mitigation:** Identifying and addressing sustainability-related risks in operations.

- **Green Value Chain:** Partnering with vendors and contractors to build a sustainable supply chain.
- **Performance Reporting:** Disclosing ESG performance through mandatory and voluntary channels.
- **Compliance:** Adhering to all applicable environmental, social, and legal requirements.

### Governance Structure and Responsibilities

- **Board of Directors:** Ensures ESG integration into the company's long-term vision.
- **Sustainability & CSR Committee (SCSR Committee):**
  - ✓ Formulates and recommends Sustainability Policy and updates.
  - ✓ Reviews performance on sustainability goals and strategy.
  - ✓ Recommends Sustainability Report to the Board.
- **Executive Committee (ExCom):** Oversees corporate-level sustainability agenda and ensures adherence to roadmap.
- **Steering Committee:** Comprising business and functional heads, drives implementation of sustainability initiatives.
- **Execution Team:** Unit-level sustainability coordinators (EHS, HR, Finance, Operations) implement initiatives and monitor targets.

**Note:** The authority to decide on disclosure and performance reporting rests with the Managing Director and CEO.

### Budgeting

All sustainability-related expenditures shall follow regular budgeting processes. The Steering Committee will ensure adequate allocation and budgetary control for sustainability initiatives.

### Reporting

Progress on sustainability goals will be reported to the SCSR Committee, which will provide annual updates to the Board. Relevant details will be published in the Annual Report and BRSR disclosures.

### Miscellaneous

The SCSR Committee shall interpret and administer the policy. It may issue supplementary policies or authorize the MD & CEO to do so. In case of conflict with statutory provisions, applicable laws shall prevail. Amendments to laws shall automatically apply to this Policy.

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