SIGNATURE GLOBAL
REALTY. RELIABILITY. RESPONSIBILITY.
AN ISO 9001:2015; 14001:2015; 45001:2018; 27001:2022; 31000:2018 CERTIFIED

Environmental, Social & Governance Report FY 2024-25

Building a Sustainable Tomorrow



Our Signature: Sustainable. Scalable. Secure.

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CHAPTER 01

ABOUT THIS REPORT

Chapter 1

ABOUT THIS REPORT

Welcome to Signatureglobal (India) Limited's inaugural Environmental, Social, and Governance (ESG) Report for the financial year 2024-25. This comprehensive report represents a significant milestone in our sustainability journey, marking our formal commitment to transparent ESG disclosure and responsible business practices.

Report Scope and Boundary

This report covers all operational activities of Signatureglobal (India) Limited (CIN: L70100DL2000PLC104787) for the period from April 1, 2024, to March 31, 2025.

The scope encompasses:

27 active projects across Delhi NCR

- All corporate offices and sales offices
- Direct operations and significant supply chain activities
- Workforce including permanent employees
- and contractual workers

Reporting Standards and Frameworks

In preparing this report, we have aligned our disclosures with multiple internationally recognized standards to ensure comprehensive coverage and comparability:

Key Reporting Frameworks:

- GRI Standards: Global Reporting Initiative Universal Standards 2021
- SEBI BRSR: Business Responsibility and Sustainability Reporting
- UN SDGs: United Nations Sustainable Development Goals

Data Quality and Assurance

All ESG metrics disclosed in this report have been collected through our digital platform powered by Accacia, which provides automated data collection, validation, and standardization across our project sites. While this inaugural report has not undergone external assurance, we have implemented robust internal review processes including:

- Multi-level data validation and cross-verification
- Outlier detection and correction mechanisms
- Consistent application of conversion factors and methodologies
- Review by department heads and ESG Steering Committee

Our Signature: Sustainable. Scalable. Secure.

- Sustainable — reflecting the deep-rooted commitment to environmentally and socially responsible growth.
- Scalable — showcasing the Company's proven ability to expand operations, enter new segments, and elevate its product portfolio.
- Secure — reaffirming trust, compliance, and governance that safeguard customers and investors alike.

By placing "Our Signature" upfront, the theme reinforces brand ownership — signalling that these principles are not just aspirations, but integral to who the company is.

Disclaimer:

This report contains forward-looking statements about our ESG ambitions, targets, and planned initiatives. These statements are based on current expectations and assumptions that are subject to risks and uncertainties. Actual results may differ materially from those expressed or implied by these forward-looking statements.



CHAPTER 02

MESSAGE FROM LEADERSHIP

Chapter 2

MESSAGE FROM LEADERSHIP

Signatureglobal (India) Limited is committed to transforming the real estate landscape by integrating sustainability across our developments. As we embark on our ESG journey, we recognize the importance of environmental stewardship, social impact, and strong corporate governance.



MESSAGE FROM CHAIRMAN

Dear Stakeholders,
It gives me immense pleasure to present Signature Global's first comprehensive ESG Report, a testament to our unwavering commitment to building not just homes, but sustainable communities that will thrive for generations to come.
As one of North India's fastest-growing real estate companies, we recognize that our responsibility extends far beyond constructing buildings. We are custodians of the environment, enablers of social progress, and champions of ethical governance. This inaugural report crystallizes our approach to integrating sustainability into every aspect of our business—from land acquisition to project handover and beyond.



Yours sincerely,

Pradeep Kumar Aggarwal
Founder and Chairman, Signatureglobal (India) Limited

Reflecting on Our Journey

The real estate sector stands at a critical juncture. With urbanization accelerating and climate concerns intensifying, the choices we make today will shape the cities of tomorrow. Signatureglobal (India) Limited, we have chosen the path of responsible development, where environmental stewardship, social inclusion, and governance excellence are not mere compliance requirements but fundamental business imperatives.

This year marked several significant milestones in our ESG journey:

- We have achieved a 30% reduction in energy intensity across our operational sites, reflecting our continued efforts to improve energy efficiency
- Our flagship projects received prestigious green building certifications, with Signature Global Prime achieving IGBC Platinum certification
- We impacted over 68,000+ lives through targeted CSR initiatives in education, healthcare, and women empowerment
- We established a robust ESG governance framework with dedicated committees and comprehensive policy architecture

Building on Strong Foundations

Our ESG strategy is built on three fundamental pillars that guide every decision we make:

Environmental Excellence: We are committed to minimizing our ecological footprint through innovative design, resource efficiency, and climate-conscious construction practices. Our net-zero roadmap, currently under development, will chart our path toward carbon neutrality, aligning with India's climate commitments and global best practices.

Social Impact: People are at the heart of everything we do. From ensuring worker safety at our construction sites to creating affordable housing solutions and supporting community development, we strive to create positive social value at every touchpoint.

Governance Leadership:
Transparency, accountability, and ethical conduct form the bedrock of our operations. Our comprehensive policy framework, from anti-corruption measures to sustainable procurement guidelines, ensures that we conduct business with the highest integrity.

Looking Ahead

While we are proud of our achievements, we recognize that this is just the beginning. Our three-year ESG roadmap outlines ambitious targets:

- Establishing science-based emissions reduction targets aligned with the 1.5°C pathway
- Achieving green building certification for 100% of new developments
- Implementing comprehensive supply chain sustainability programs
- Enhancing our social impact to reach 100,000+ beneficiaries annually

As we embark on this transformative journey, we remain committed to continuous improvement, stakeholder engagement, and transparent reporting. This report represents not just our performance but our promise—a promise to build responsibly, grow inclusively, and lead sustainably.

I invite you to join us in this journey as we work together to create a built environment that enhances lives while preserving our planet for future generations.



Pradeep Kumar Aggarwal
Founder and Chairman,
Signatureglobal (India) Limited

CHAPTER 03

ABOUT SIGNATUREGLOBAL (INDIA) LIMITED

Chapter 3

ABOUT
Signatureglobal (India) Limited

Signatureglobal (India) Limited has emerged as one of North India's most dynamic real estate companies, transforming the landscape of mid-market and premium segments while maintaining an unwavering commitment to quality, reliability, and responsibility.

OUR STORY

Founded with a vision to make quality housing accessible to all, Signatureglobal (India) Limited has grown from a modest beginning to become a publicly listed company with a market presence that spans across the National Capital Region. Our journey is marked by innovation, customer-centricity, and a deep understanding of India's evolving housing needs.



COMPANY SNAPSHOT

Incorporation: 2000
Headquarters: Gurugram, Haryana
Stock Listing: BSE & NSE
CIN: L70100DL2000PLC104787
Certifications:

OUR VALUES

Five core values guide every aspect of our business:

1. **Customer First:** Every decision begins with understanding and addressing customer needs
2. **Integrity:** Transparent dealings, ethical practices, and honest communication
3. **Innovation:** Continuous improvement in design, technology, and processes
4. **Excellence:** Uncompromising quality in construction and service delivery
5. **Sustainability:** Building for today while preserving tomorrow

OUR BUSINESS MODEL

Signatureglobal (India) Limited operates across the residential real estate value chain, with a focus on mid-market and premium segments. Our integrated business model encompasses:



PRODUCT PORTFOLIO

Affordable Housing:
Quality homes for economically weaker sections and lower income groups, contributing to the government's Housing for All mission

Mid-Income Housing:
Well-designed apartments and floors catering to the aspirational middle class





Premium Residences:
Luxury apartments and villas for discerning customers

Mixed-Use Developments:
Integrated townships combining residential, commercial, and recreational spaces

Operational Footprint

2	27	37.6	30,000+
Corporate Offices	Active Projects	Million Sq. Ft. Under Development	Happy Families

GEOGRAPHIC PRESENCE

Our operations are strategically concentrated in high-growth corridors of the National Capital Region, including:

- Gurugram (Sectors 37D, 63A, 71, 79, 79B, 93, 95, 99A)
- Sohna (South of Gurugram)
- Karnal
- Other emerging micro-markets in Delhi NCR





AWARDS AND RECOGNITION

Our commitment to excellence has been recognized by industry bodies and stakeholders:

Corporate Excellence

Best Affordable Housing Project of the Year Multiple Awards	**Developer of the Year** Affordable Segment **Excellence in Construction Safety**	**CSR Excellence Award** for Community Development
Times Business Awards North by Times of India	India Property Awards **Developer of the Year (Signatureglobal (India) Limited)**	Haryana Growth Summit & Awards **Haryana Gaurav Award**
Realty+ Conclave & Excellence Awards **Developer of the Year Residential**	**CNBC Awaaz Real Estate Awards** North Zone	**ACE Alpha Awards**
Real Estate Company of the Year Signatureglobal (India) Limited (Construction Week India Awards)	NAREDCO NEXTGEN Times Realty Conclave & ICONS **Developer of the Year (Metro)**	14th Annual Estate Awards **Best Affordable Housing Developer of the Year**
14th Annual Estate Awards **Most Trusted Developer of the Year**	**Dainik Jagran inext Iconic Awards**	**Best Brands by The Economic Times**
Economic Times **Best Realty Awards**	Construction Week India Awards **Real Estate Company of the Year**	**Economic Times Brand Excellence** Real Estate & Construction

Leadership (Individual Awards)

India Property Awards
Real Estate Thought Leader of the Year
Pradeep Kumar Aggarwal

Harit Bharat Business Leadership
Pradeep Kumar Aggarwal

Khaleej Times & Realty+ UAE India Real Estate Show
Affordable Housing Leader of the Year

Realty+ Conclave & Excellence Awards North
Sustainable Business Leader

Realty+ – Real Estate Person of the Year
Pradeep Kumar Aggarwal

Construction Week India
Real Estate Person of the Year
Pradeep Kumar Aggarwal

IGBC Green Champion Award
Green Affordable Housing Movement

13th Realty+ – Developer of the Year Residential

Project-Specific Awards

Best Residential Project Mid Segment
(Signature Global Park II)

Harit Bharat Projects Mixed-Use
(Signature Global City 92)

ET Real Estate Residential Project Mid Segment
(Signature Global Park)

ET Real Estate Residential Project Affordable Housing
(The Serenas)

Realty+ – Residential Project of the Year (City 93)

ASSOCHAM Excellence Awards North Zone
Mid Housing Project of the Year

ASSOCHAM Excellence Awards North Zone
Residential Property of the Year

RICS South Asia Awards Affordable Housing
(The Serenas)

14th Annual Estate Awards
Affordable Housing Project of the Year National

14th Annual Estate Awards
Environment Friendly Project of the Year North

Realty+ – Affordable Housing Project Of The Year (The Serenas)

14th Realty Plus Conclave & **Excellence Awards North Budget Housing of the Year**

PMAY Empowering India
Best Affordable MIG Housing Project
(The Serenas)

Debutant of the Year
Signature Global Solera

Sustainability & Green Building

ET Real Estate Environment Friendly Residential
(Signature Global Park)

Realty+ – Most Environment Friendly Residential Space (Park 1)

Realty+ – Most Environment-Friendly Residential (Park 2 & 3)

GROHE HURUN India
Green Building Leadership Award

NewsX – **Excellence In Affordable Housing in NCR**

Realty & Sustainability Confluence and Awards

Certificate of Sustainability
by Business World

IGBC Green Champion Award
Green Affordable Housing Movement

14th Realty Plus Conclave & Excellence Awards North
Environment-Friendly Residential Space

14th Realty Plus Conclave & Excellence Awards North
Sustainable Business Leader

Harit Bharat Waste Management (2023)

Radio City
Excellence in Affordable Housing

Certifications & Recognitions

ISO 9001:2015

ISO ISO14001

ISO 45001

ISO 27001

ISO 31000 (Quality Management System)

EDGE Certified

IGBC (Indian Green Building Council) Member

Certificate of Recognition
Completion of DDJY Project

Certificate of Recognition
Delivery of Affordable Housing Project within 3 years

Marketing & Communications

Realty+ Conclave & Excellence Awards North
Digital Marketing Campaign of the Year

Electronic Media Campaign Of The Year
TV at 11th Realty Plus











CHAPTER 04

OUR ESG JOURNEY











Chapter 4

OUR ESG JOURNEY



Signatureglobal (India) Limited ESG journey represents a thoughtful evolution from compliance-driven practices to strategic sustainability leadership. This transformation reflects our understanding that long-term business success is intrinsically linked to environmental stewardship, social responsibility, and governance excellence.

OUR THREE-YEAR ESG ROADMAP

Building on our strong foundation, we have developed an ambitious three-year roadmap that will position Signatureglobal (India) Limited as an ESG leader in the Indian real estate sector:

YEAR 1

YEAR 1 (FY 2024-25): FOUNDATION & DATA INFRASTRUCTURE

Completed/In Progress:

- ✓ Developed ESG reporting aligned with global standards
- ✓ Created sustainable construction blueprint
- ✓ Automated data collection for transparency
- ✓ Published inaugural ESG report
- ✓ Established baseline performance metrics

YEAR 2

YEAR 2 (FY 2025-26): TARGET SETTING & TRANSPARENCY

Planned Initiatives:

- ✓ Conduct climate risk assessment aligned with TCFD
- ✓ Develop science-based emissions reduction targets
- ✓ Launch supplier ESG assessment program
- ✓ Achieve GRESB participation
- ✓ Implement green finance framework

YEAR 3

YEAR 3 (FY 2026-27): ESG LEADERSHIP

Targeted Outcomes:

- ✓ Submit targets to Science Based Targets initiative
- ✓ Achieve top-quartile GRESB performance
- ✓ 100% green certified new developments
- ✓ Implement circular economy principles
- ✓ Launch industry collaboration platform

TRANSFORMING CHALLENGES INTO OPPORTUNITIES

Our ESG journey has not been without challenges. However, we view these as opportunities for innovation and improvement:

Challenge	Our Response	Outcome
Data collection across dispersed sites	Implemented Accacia digital platform	Real-time ESG data tracking
Water scarcity in NCR region	Improved STP implementation	Zero liquid discharge achieved
Construction waste management	Circular economy approach	100% C&D waste recycling
Skilled labor shortage	Worker training programs	Enhanced productivity & safety

PARTNERSHIPS FOR PROGRESS

Recognizing that sustainability challenges require collaborative solutions, we have forged strategic partnerships:

✔ IGBC/GRIHA:

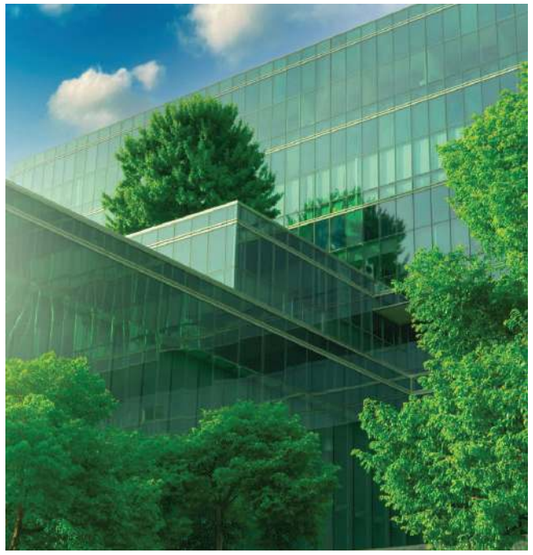
Green building certification bodies

✔ Local NGOs

Community development and CSR implementation

✔ Academic Institutions:

Research and innovation in sustainable construction



CHAPTER 05

ESG STRATEGY AND GOVERNANCE



Chapter 5

ESG STRATEGY AND GOVERNANCE

At Signatureglobal (India) Limited, sustainability is not an afterthought—it's the foundation. Guided by our vision to build responsibly, grow inclusively, and lead sustainably, our ESG strategy integrates environmental, social, and governance principles into every layer of operations. This ensures transparency, accountability, and long-term value creation for all stakeholders.



Our Approach

Our Signature:
Sustainable. Scalable. Secure.

Our ESG vision guides every decision, from project conception to community handover, ensuring that sustainability is not an afterthought but a fundamental design principle.

Strategic ESG Priorities

Our ESG framework is anchored around nine interconnected priorities that respond to our most material issues and stakeholder expectations:

Environmental Priorities:

- Climate Action & Net Zero
- Resource Efficiency
- Biodiversity Protection

Social Priorities:

- Health, Safety & Wellbeing
- Community Development
- Diversity & Inclusion

Governance Priorities:

- Ethics & Integrity
- Risk Management
- Stakeholder Engagement

ESG Governance Structure



The Executive Director (Chief Operating Officer) holds ultimate responsibility for ESG strategy and performance. Key responsibilities include:

- **Approving ESG strategy, policies, and targets**
- **Reviewing quarterly ESG performance reports**
- **Ensuring ESG risk integration into enterprise risk management**
- **Overseeing stakeholder engagement and disclosure**

Oversight Committees

Audit & Risk Committee:	CSR Committee:	Nomination & Remuneration Committee:
✓ ESG risk assessment and mitigation ✓ Review of ESG data and disclosures ✓ Compliance monitoring	✓ Social impact strategy ✓ Community program oversight ✓ CSR budget allocation	✓ Board diversity ✓ ESG-linked compensation ✓ Succession planning

ESG Steering Committee

Established in FY 2023, the ESG Steering Committee serves as the primary coordination body for ESG implementation:



Key Functions:

- **Translate ESG vision into actionable plans**
- **Monitor progress against ESG targets**
- **Coordinate cross-functional ESG initiatives**
- **Review and approve ESG disclosures**

ESG Policy Architecture

We have developed a comprehensive policy framework that guides ESG implementation across our operations:



Environmental Policies:

Environmental Policy: Overarching commitment to environmental stewardship

Climate Change Policy: Approach to climate mitigation and adaptation

Net Zero Policy: Roadmap to achieve net-zero emissions by 2070

Energy Policy: Energy efficiency and renewable energy adoption

Water Management Policy: Water conservation and zero discharge

Biodiversity Policy: Protection and enhancement of natural ecosystems

Waste Management Policy: Circular economy and waste minimization

Social Policies:

Health & Safety Policy: Zero harm approach to worker safety

Human Rights Policy: Respect for dignity and rights across value chain

Diversity & Inclusion Policy: Equal opportunity and inclusive workplace

Stakeholder Engagement Policy: Structured approach to stakeholder dialogue

CSR Policy: Community development and social impact

Supplier Code of Conduct: ESG expectations for business partners

Governance Policies:

Code of Conduct: Ethical standards for all stakeholders

Anti-Corruption Policy: Zero tolerance for bribery and corruption

Whistleblower Policy: Safe reporting of concerns

Risk Management Policy: Integrated approach to risk including ESG

Sustainable Procurement Policy: ESG integration in supply chain

Data Privacy Policy: Protection of stakeholder information

Tax Governance Framework: Responsible tax practices

ESG Integration In Business Processes

ESG considerations are embedded throughout our project lifecycle:

Land Acquisition:

- ✓ Environmental due diligence
- ✓ Community impact assessment
- ✓ Biodiversity screening

Design & Planning:

- ✓ Green building design principles
- ✓ Climate resilience features
- ✓ Universal accessibility

Procurement:

- ✓ Sustainable material selection
- ✓ Supplier ESG screening
- ✓ Local sourcing preference

Construction:

- ✓ Safety-first approach
- ✓ Resource efficiency
- ✓ Waste management

Sales & Handover:

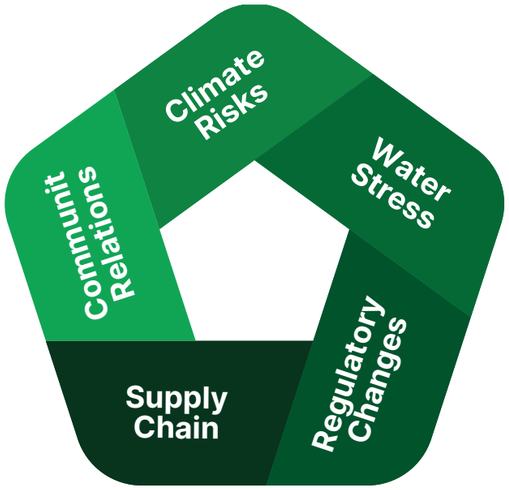
- ✓ Transparent communication
- ✓ Green living guide
- ✓ Community formation

Operations:

- ✓ Energy management
- ✓ Water conservation
- ✓ Community engagement

Risk Management and Opportunities

We have integrated ESG factors into our enterprise risk management framework:



Climate Risks:
Physical risks from extreme weather, transition risks from policy changes

Water Stress:
Water availability in NCR region

Regulatory Changes:
Evolving environmental and labor regulations

Supply Chain:
ESG performance of contractors and suppliers

Community Relations:
Social license to operate

Training and Capacity Building

Building ESG competence across our organization is critical for successful implementation:

- **Training: Annual ESG workshops for senior management**
- **Leadership Development: ESG modules in management programs**
- **Employee Awareness: Mandatory ESG orientation for all staff**
- **Contractor Training: Safety and environmental practices**
- **Supplier Engagement: ESG expectations and support**



CHAPTER 06

MATERIALITY AND STAKEHOLDER ENGAGEMENT

Chapter 6

MATERIALITY AND STAKEHOLDER ENGAGEMENT

Defining What Matters Most
At Signatureglobal (India) Limited, we believe that **sustainability starts with listening.** Listening to our stakeholders. To our operations. And to the world around us. In FY 2024–25, we conducted our **first formal materiality assessment** to identify the ESG topics most critical to our long-term success.

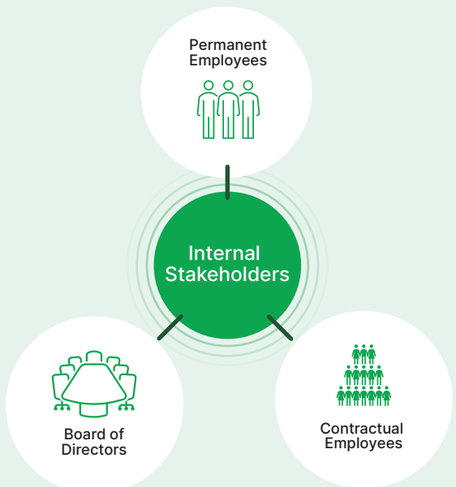
This process aligns with:
GRI 2021, GRESB, SBTi, UN SDGs,
and applies the principle of double materiality — focusing both on how ESG issues impact our business, and how our business impacts the world.

Stakeholder Mapping & Engagement

This first phase focused on internal voices, our employees, and Board members, who are instrumental in shaping daily decisions and strategic directions. Through workshops, pulse surveys, and structured interviews, we explored emerging ESG challenges, areas of opportunity, and organizational readiness.

While this cycle has been internally anchored, it is part of a multi-year roadmap. In subsequent years, we will expand engagement to include external stakeholders. This phased approach ensures that materiality is embedded into Signatureglobal's operational culture and evolves in depth and inclusivity over time.

How We Engaged: Surveys · Interviews · Leadership Workshops · Townhalls
What We Heard: Priorities like **worker safety, climate resilience, transparency, water conservation**, and **inclusive growth.**



Our 7-Step Materiality Assessment Process

A Systematic Path to ESG Clarity:

1

STEP 1: Topic Identification
Benchmarked 10+ real estate peers to identify
80+ potential ESG topics

2

STEP 2: Ranking & Refinement
Ranked topics using global frameworks:
GRI, GRESB, SBTi
Enhanced with: **UN SDGs**

3

STEP 3: Signatureglobal (India) Limited Customization
Shortlisted to 45 high-priority topics based on Signatureglobal's business model and internal operational relevance

4

STEP 4: Stakeholder Engagement
Engaged permanent and contractual employees, and Board of Directors through internal surveys and leadership interviews

5

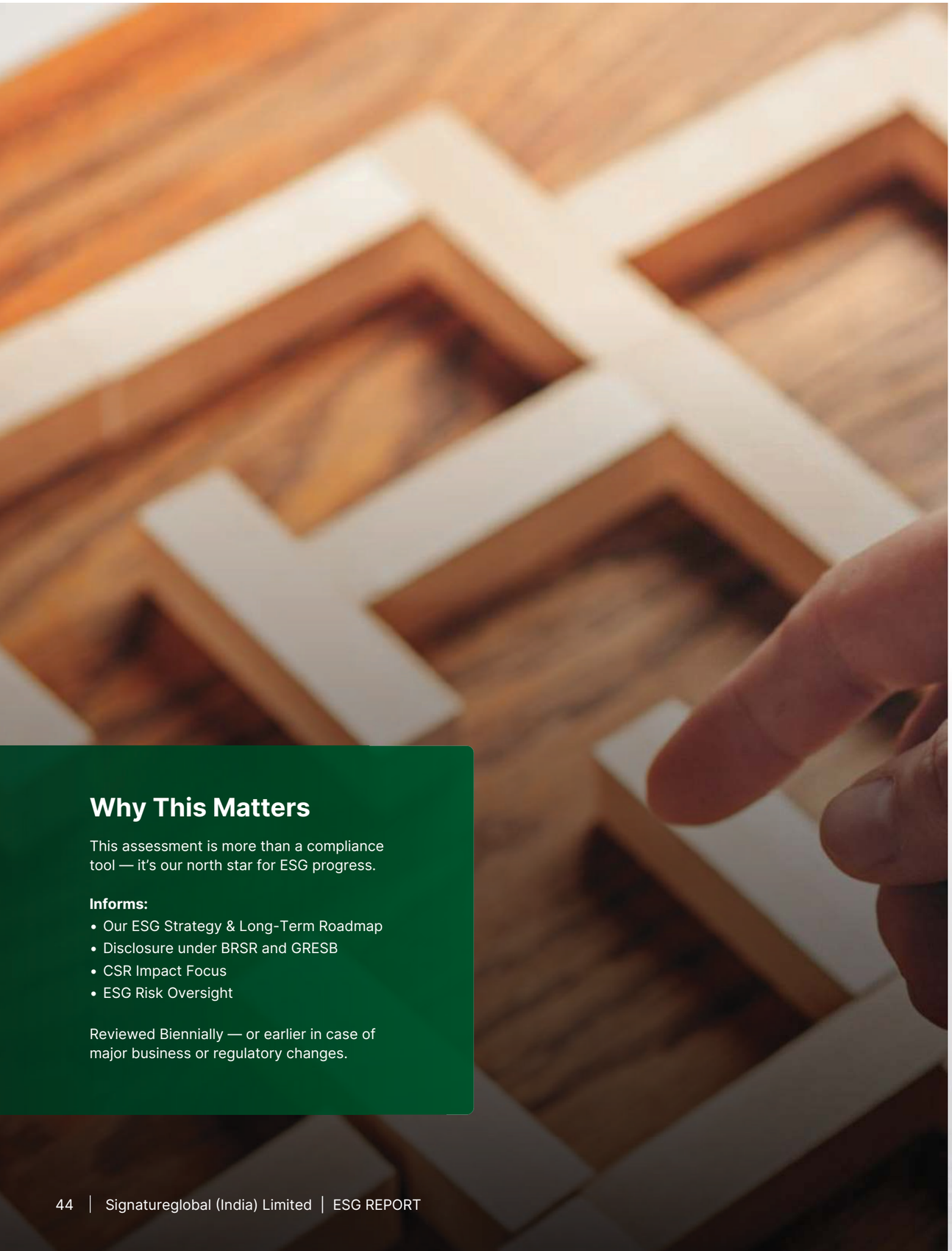
STEP 5: Preliminary Materiality Matrix
Mapped topics by:
- Importance to Stakeholders
- Impact on Business Strategy

6

STEP 6: Validation Workshop
Senior leadership validated and prioritized topics during a dedicated ESG session

7

STEP 7: Finalization
Final list of 27 material topics was created which forms the foundation of ESG disclosures, strategy & risk management.



Why This Matters

This assessment is more than a compliance tool — it's our north star for ESG progress.

Informs:

- Our ESG Strategy & Long-Term Roadmap
- Disclosure under BRSR and GRESB
- CSR Impact Focus
- ESG Risk Oversight

Reviewed Biennially — or earlier in case of major business or regulatory changes.

Our Material Topics

Grouped by ESG Pillars

Environment

- Water & Wastewater Management
- Emissions Reduction & Climate Resilience
- Biodiversity & Ecosystems
- Green Building Design
- Waste & Circular Economy
- Energy Efficiency & Renewables
- Sustainable Procurement
- Green Mobility
- Environmental Compliance
- Disaster Risk Management
- Environmental Footprint

Social

- Health, Safety & Worker Security
- Employee Engagement & Wellbeing
- Community Development & CSR
- Human Rights & Inclusion
- Healthcare Access
- Grievance Redressal Mechanisms
- Customer Satisfaction & Data Privacy
- Building Quality & Safety
- Talent Retention & Skill Development

Governance

- Code of Conduct & Business Ethics
- ESG Risk Management
- Regulatory Compliance
- Stakeholder Engagement
- Anti-Corruption & Transparency
- Economic Performance
- Responsible Investment & Innovation



Mapping with the SDG

	Material Topic	Aligned SDG Goals
Environment	Water & Wastewater Management	Clean Water and Sanitation
	Emissions Reduction & Climate Resilience	Climate Action
	Biodiversity & Ecosystems	Life on Land
	Green Building Design	Sustainable Cities and Communities
	Energy Efficiency & Renewables	Affordable and Clean EnergySDG 13 – Climate Action
	Waste & Circular Economy	Responsible Consumption and Production
	Sustainable Procurement	Responsible Consumption and Production Decent Work and Economic Growth
	Green Mobility	Sustainable Cities and Communities Climate Action
	Environmental Compliance	Responsible Consumption and Production
	Disaster Risk Management	Climate Action Sustainable Cities and Communities
	Environmental Footprint	Climate Action Sustainable Cities and Communities
Social	Health, Safety & Worker Security	Good Health and Well-being Decent Work and Economic Growth
	Employee Engagement & Wellbeing	Good Health and Well-being Decent Work and Economic Growth
	Community Development & CSR	Sustainable Cities and Communities No Poverty
	Human Rights & Inclusion	Gender Equality Reduced Inequalities
	Grievance Redressal Mechanisms	Peace, Justice and Strong Institutions
	Customer Satisfaction & Data Privacy	Industry, Innovation and Infrastructure Peace, Justice and Strong Institutions
	Building Quality & Safety	Sustainable Cities and Communities
	Healthcare Access	Good Health and Well-being
	Talent Retention & Skill Development	Quality Education Decent Work and Economic Growth
Governance	Code of Conduct & Business Ethics	Peace, Justice and Strong Institutions
	ESG Risk Management	Peace, Justice and Strong Institutions
	Regulatory Compliance	Peace, Justice and Strong Institutions
	Stakeholder Engagement	Partnerships for the Goals
	Anti-Corruption & Transparency	Peace, Justice and Strong Institutions
	Economic Performance	Decent Work and Economic Growth Industry, Innovation and Infrastructure
	Responsible Investment & Innovation	Industry, Innovation and Infrastructure Responsible Consumption and Production

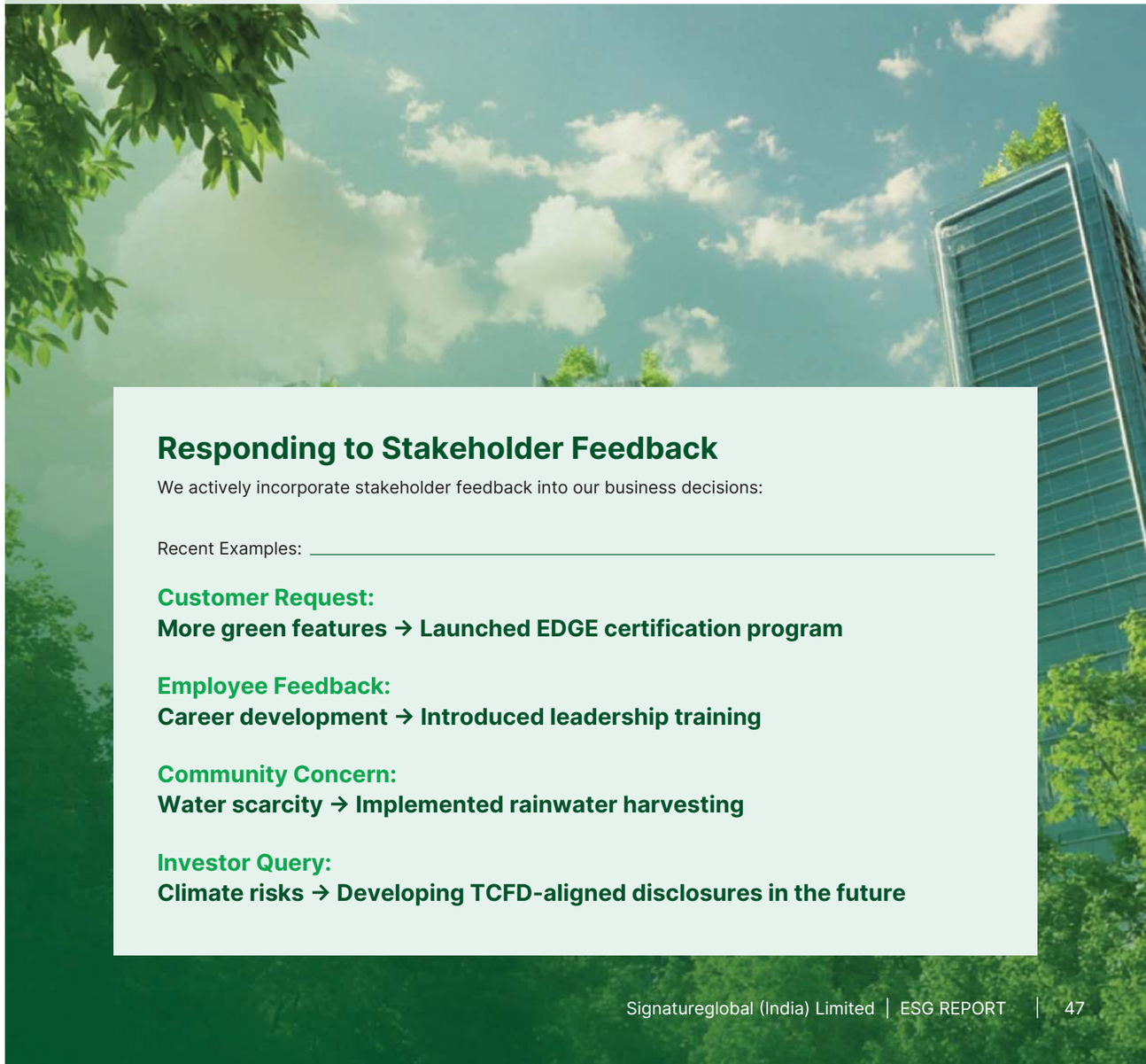
Stakeholder Value Creation

Our business model creates value for multiple stakeholder groups:

Economic Value Generated:
₹ 2,498.02 Cr

Direct & Indirect Jobs:
15,000+

Community Beneficiaries:
68,000+



Responding to Stakeholder Feedback

We actively incorporate stakeholder feedback into our business decisions:

Recent Examples:

Customer Request:
More green features → Launched EDGE certification program

Employee Feedback:
Career development → Introduced leadership training

Community Concern:
Water scarcity → Implemented rainwater harvesting

Investor Query:
Climate risks → Developing TCFD-aligned disclosures in the future

CHAPTER 07

ENVIRONMENTAL STEWARDSHIP



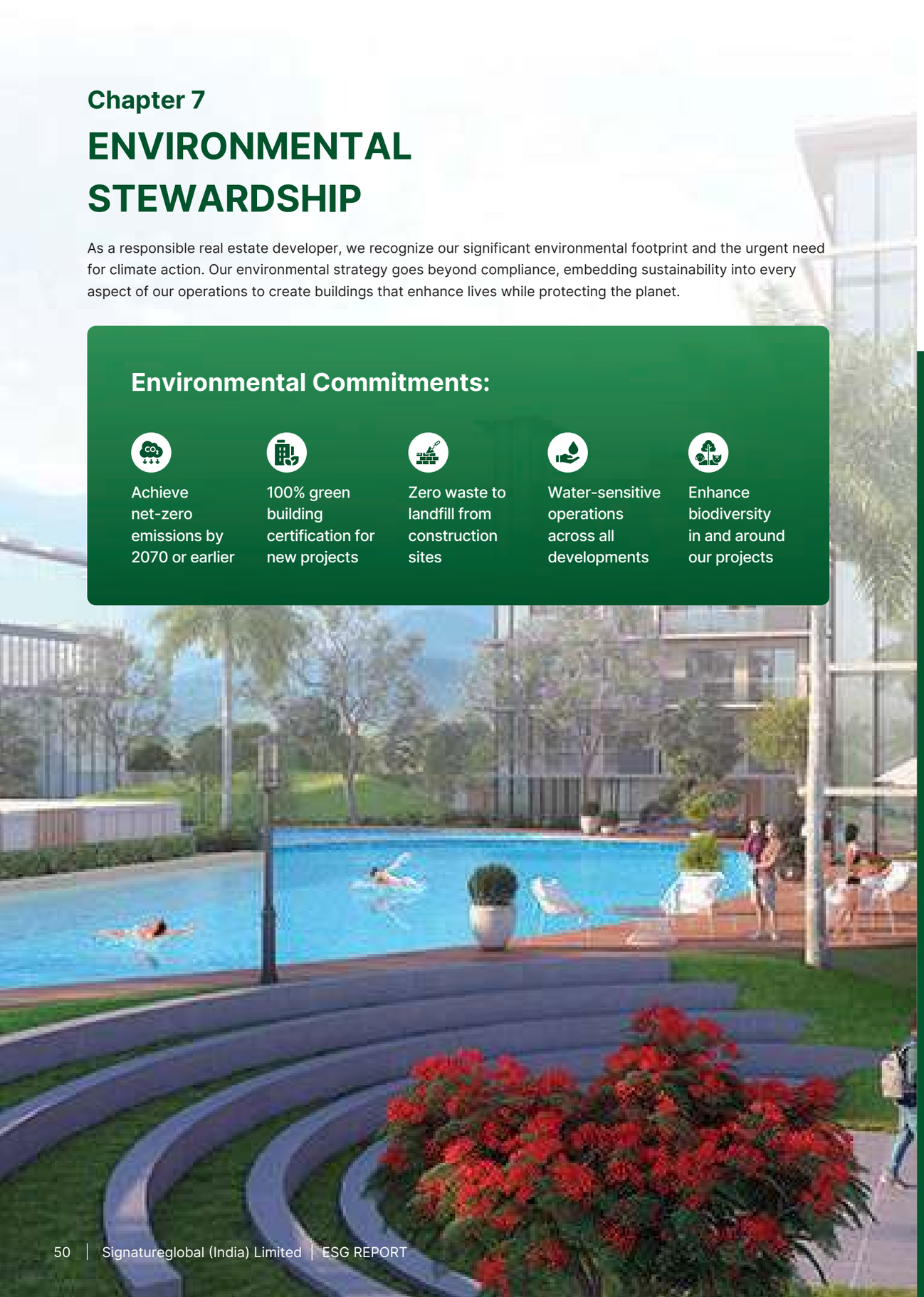
Chapter 7

ENVIRONMENTAL STEWARDSHIP

As a responsible real estate developer, we recognize our significant environmental footprint and the urgent need for climate action. Our environmental strategy goes beyond compliance, embedding sustainability into every aspect of our operations to create buildings that enhance lives while protecting the planet.

Environmental Commitments:

- Achieve net-zero emissions by 2070 or earlier
- 100% green building certification for new projects
- Zero waste to landfill from construction sites
- Water-sensitive operations across all developments
- Enhance biodiversity in and around our projects



Towards Net Zero: Climate Action & Energy Efficiency

Transparency in reporting is fundamental to accountability. This section provides comprehensive data on our Environmental performance for FY 2024-25, establishing baselines for future improvement.

ENVIRONMENTAL PERFORMANCE

Energy and Emissions

Energy Consumption FY 2024-25:

Total Energy Consumption: 32,626.58 GJ

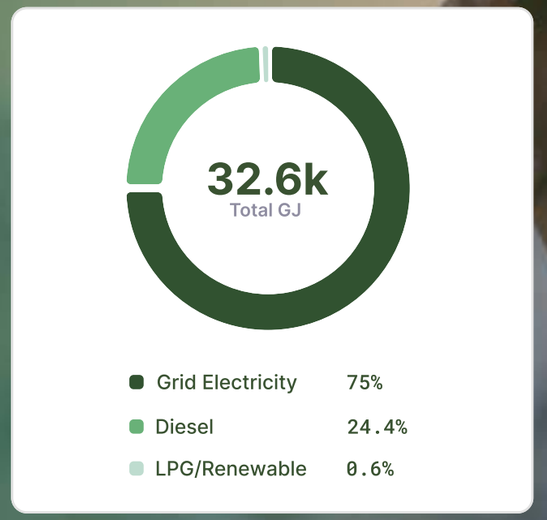
- Grid Electricity: **25266.1 GJ**
- Diesel (Generators & Sit Equipments): **7158.47 GJ**
- Renewable Energy: **202.01 GJ**
- Energy Intensity: **0.0017 GJ/sqft**

Energy Efficiency Initiatives

Design Stage:
- Passive cooling
- Optimal orientation
- High-performance glazing

Construction:
- Energy-efficient equipment
- LED lighting
- Power factor correction

Operations:
- Building automation systems
- Occupancy sensors
- Regular audits

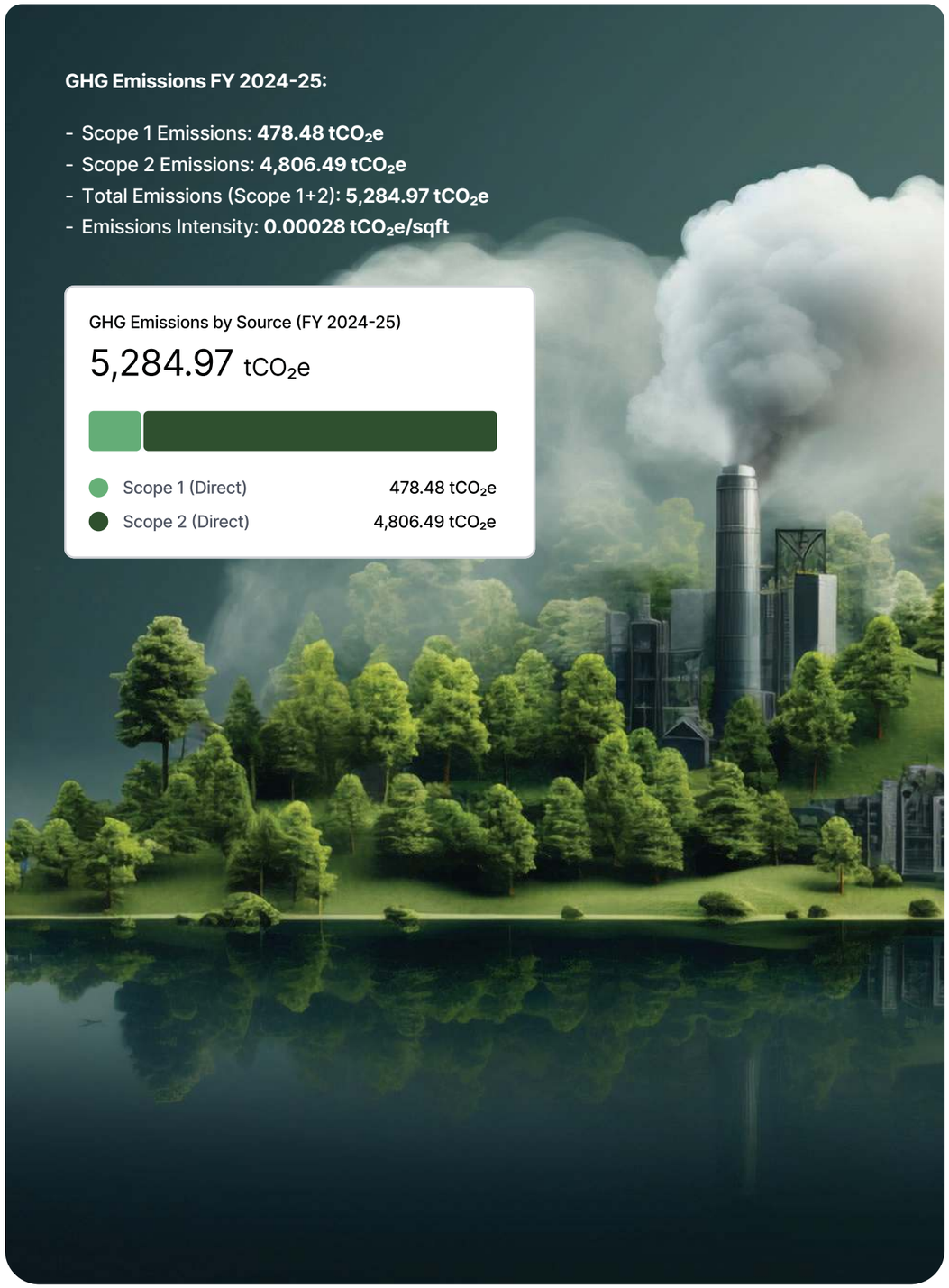


Greenhouse Gas Emissions

We have established comprehensive GHG accounting to understand and manage our carbon footprint:

GHG Emissions FY 2024-25:

- Scope 1 Emissions: **478.48 tCO_2e**
- Scope 2 Emissions: **4,806.49 tCO_2e**
- Total Emissions (Scope 1+2): **5,284.97 tCO_2e**
- Emissions Intensity: **0.00028 tCO_2e/sqft**



WATER MANAGEMENT

Water Performance FY 2024-25:

Water Conservation Measures

Sewage Treatment Plants:

Implementation: 100% sites equipped
Impact: Complete wastewater recycling

Rainwater Harvesting:

Implementation: Mandatory in all projects
Impact: Groundwater recharge

Low-flow Fixtures:

Implementation: Standard specification

Smart Metering:

Implementation:Real-time monitoring
Impact: Leak detection, usage optimization

Total Water Consumption: **123632.9 kL**
Groundwater: **101.648 KL**
Drinking: **95794.8 KL**
Tanker Water: **16662.9KL**

Water Withdrawal & Recycling

100%

Water Reuse and Recycle Rate



Municipal
4047.414 KL

Water Recycled (includes STP + Recycled third party water)
7026.102 KL

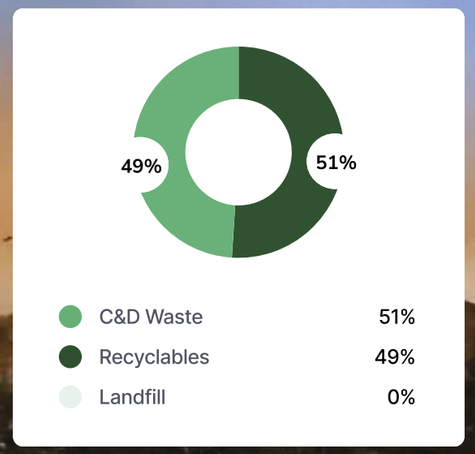
Water Intensity:
0.0066 KL/sqft

Zero Liquid Discharge Sites:
100%

WASTE MANAGEMENT

Waste Performance FY 2024-25

Total Waste Generated: **1,267.30 MT**
C&D Waste: **651.49 MT**
Recyclable Waste: **614.97 MT**
Bio-Medical Waste: **0.84 MT**
Waste Diverted from Landfill: **100%**
C&D Waste Recycled: **100%**
Waste Intensity: **0.07 kg/sqft**



GREEN BUILDING EXCELLENCE

Green buildings are central to our environmental strategy, delivering benefits to residents while reducing environmental impact:

Green Building Portfolio

Titanium SPR:

IGBC Platinum Green Homes (In Progress)

EDGE Advanced (In Progress)

Future Pipeline:

100% green certification target

Asset name	IGBC Green Affordable Housing Certification Level - Gold	IGBC Green Homes Rating system – Gold	IGBC Green Homes Rating System - Platinum	IGBC Health & well-being Rating system - Gold	EDGE Certified	EDGE Advanced
SG Park 1					✓	
SG Park 2					✓	
SG Park 3					✓	
SG Park 3 Extn					✓	
SG Park 4					✓	
SG Park 5					✓	
SG Infinity Mall						
SG Aspire	✓					
SG City 63A					✓	
SG City 79B						
SG City 81					✓	
SG City 92					✓	
SG City 92 Extn					✓	
SG City 93					✓	
SG City of Colors						
SG Deluxe DXP		✓ Pre-certified		✓ Pre-certified		
SG Imperial	✓					
SG Millennia 3	✓ Certified				✓	
SG Millennia 4	✓					
Orchard Avenue 3						
SG Proxima - 1	✓					
SG City 37D 1					✓	
SG City 37D 2					✓	
SG Superbia					✓	
SG Titanium SPR			✓ Pre-certified	✓ Pre-certified		✓
SG Daxin						
SG Twin Towers DXP		✓ Pre-certified				

SUSTAINABLE DESIGN FEATURES

Energy:
- Solar panels
- LED lighting
- Efficient HVAC
- BMS integration

Benefits: 30-40% energy savings

Water:
- Dual plumbing
- STP systems
- Rainwater harvesting
- Native landscaping

Benefits: 35-45% water savings

Materials:
- Fly-ash bricks
- Recycled steel
- Low-VOC paints
- Local sourcing

Benefits: 25-30% reduced embodied carbon

Wellbeing:
- Natural ventilation
- Daylight optimization
- Green spaces
- Air quality monitoring

Benefits: Enhanced occupant health

BIODIVERSITY AND ECOSYSTEMS

We recognize our responsibility to protect and enhance biodiversity:

Baseline Assessments: Ecological surveys before project development

Native Species: 33% native plants in landscaping

Green Cover: 20+% green area in all projects

Urban Wildlife: Bird boxes, butterfly gardens in communities

Tree Transplantation: Preserving existing trees where possible

ENVIRONMENTAL COMPLIANCE

We maintain 100% compliance with environmental regulations:

FY 2024-25 Compliance Status:

Environmental clearances obtained for all eligible projects

Zero environmental violations or penalties

All required permits and licenses maintained

Regular monitoring and reporting to authorities

CHAPTER 08

SOCIAL RESPONSIBILITY

Chapter 8

SOCIAL RESPONSIBILITY

At Signature Global, we believe that our success is intrinsically linked to the wellbeing of our people and communities. Our social responsibility framework encompasses our workforce, customers, communities, and value chain partners, ensuring that our growth creates shared prosperity.

Our Social Impact Philosophy

Building Communities, Transforming Lives

We don't just construct buildings; we create ecosystems where people thrive, communities flourish, and aspirations find wings.

Workforce: Our Greatest Asset

Employee Demographics

Total Employees:
1,283

Women Employees:
11.69%

Women in Management:
12.5%

Employee Categories:

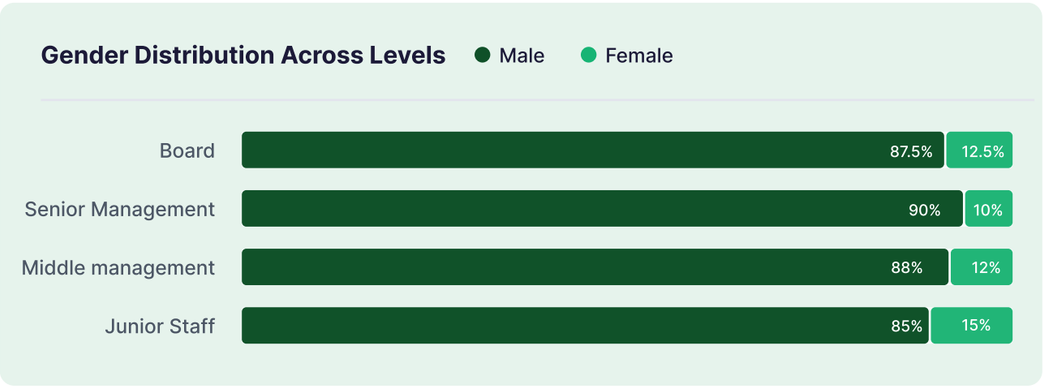
Permanent Employees:
1,283 (100%)

Contract Workers (Peak):
16,850

Employee Retention Rate:
81.92%

DIVERSITY, EQUITY & INCLUSION

We are committed to building an inclusive workplace where diversity is celebrated and every individual can reach their full potential:



Gender Diversity Target: Achieve >15% women workforce by FY27

Equal Pay: Regular pay equity audits ensure fair compensation

Inclusive Policies: Flexible work arrangements, parental leave, POSH compliance

Accessibility: Infrastructure modifications for differently-abled employees

LEARNING AND DEVELOPMENT

Investment in our people's growth drives organizational excellence:

Program Statistics FY 2024-25:

Skill Upgradation:
1283
participants

Health & Safety:
270
participants

ESG Awareness:
410
participants

Total Trainings:
170
sessions

EMPLOYEE WELLBEING

Comprehensive Benefits Package:

1. **Health insurance covering employee and family**
2. **Life and accident insurance**
3. **Annual health check-ups**
4. **Mental health counseling services**
5. **Subsidized meals and transportation**
6. **Festival celebrations and team building activities**

HEALTH, SAFETY AND WELLBEING

Safety is non-negotiable at Signature Global. Our comprehensive health and safety management system, certified to ISO 45001:2018, ensures zero harm across all operations:

Safety Performance Fy 2024-25

Lost Time Injuries: **ZERO**
Sites ISO 45001 Certified: **100%**
Workers Safety Trained: **297**
Lost Time Injury Frequency Rate: **0**
Fatalities: **0**



Safety Management Approach

Leadership Commitment: Monthly safety walks by senior management

Risk Assessment: Daily hazard identification and control

Training & Competence: Mandatory induction, skill-based training

Emergency Preparedness: Quarterly drills, trained response teams

Incident Management: 24-hour reporting, root cause analysis

Contractor Safety: Pre-qualification, regular audits

Engagement Score and People to meet:

Engagement Score: **87/100**

NPS (Net Promoter Score): **70**
based on 161 people)

Mood Score: **4.4/5**

Response Rate (By chats): **60.7 %**

Total People To Meet Cases: **20**

PTM Closure Rate: **0%**
(For every 100 cases identified)



HUMAN RIGHTS AND LABOR PRACTICES

Respecting human rights across our value chain is fundamental to our business ethics:

Human Rights Commitments:

- **No Child Labor: Strict age verification, regular monitoring**
- **No Forced Labor: Freedom of movement, no retention of documents**
- **Fair Wages: Above minimum wage, timely payment**
- **Working Hours: Compliance with legal limits, overtime compensation**
- **Freedom of Association: Respect for collective bargaining**
- **Non-Discrimination: Equal opportunity, grievance mechanisms**

Worker Welfare Initiatives:

- **Accommodation: Clean, safe labor colonies with basic amenities**
- **Healthcare: On-site medical facilities, health camps**
- **Skill Development: Training programs for career advancement**
- **Financial Inclusion: Bank account opening, insurance coverage**
- **Family Support: Crèche facilities, children's education support**



COMMUNITY DEVELOPMENT AND CSR

Through the Signature Global Foundation, we implement targeted programs that address critical community needs:

CSR IMPACT FY 2024-25

Total Beneficiaries:	Villages Impacted:
68,000+	15

Greener Tomorrows, Healthier Communities

- **Roots for Change Plantation Drive:** Over 5,000 trees planted, with a target of 25,000 by 2025 to enhance urban green cover and biodiversity.
- **Sanitation & Clean Water Access:** Toilet construction, safe drinking water systems, and hygiene education aligned with Swachh Bharat mission.
- **Community Hygiene Drives:** Promoting clean living environments and health awareness in areas like Barsana and Vrindavan.
- **Water Infrastructure Support:** Installation of water tanks and related facilities to ensure consistent access to clean water in underserved regions.

Empowering Lives, Elevating Communities

- **PROJECT PAATHSHALA™:** Reached 37,632 students across 78 government schools with uniforms, stationery, winter kits, and improved infrastructure.
- **Jaagruk Beti Swasth Beti™ :** Empowered 6,488 adolescent girls through hygiene kits, health check-ups, and awareness programs focused on confidence and wellness.
- **AAROGYARISE™ – Mobile Healthcare:** Delivered healthcare to 4,113 patients (dental, eye care, and women's health) via mobile medical units in partnership with Artemis Hospital.
- **Mass Marriages:** Supporting underprivileged women by easing social and financial barriers, promoting dignity and inclusion.
- **Skill-Building Programs:** Encouraging entrepreneurship and financial self-reliance among women through vocational training and community workshops.



CSR ACTIVITIES

























CUSTOMER CENTRICITY

Our customers are at the heart of everything we do. We strive to exceed expectations through quality, transparency, and service excellence:

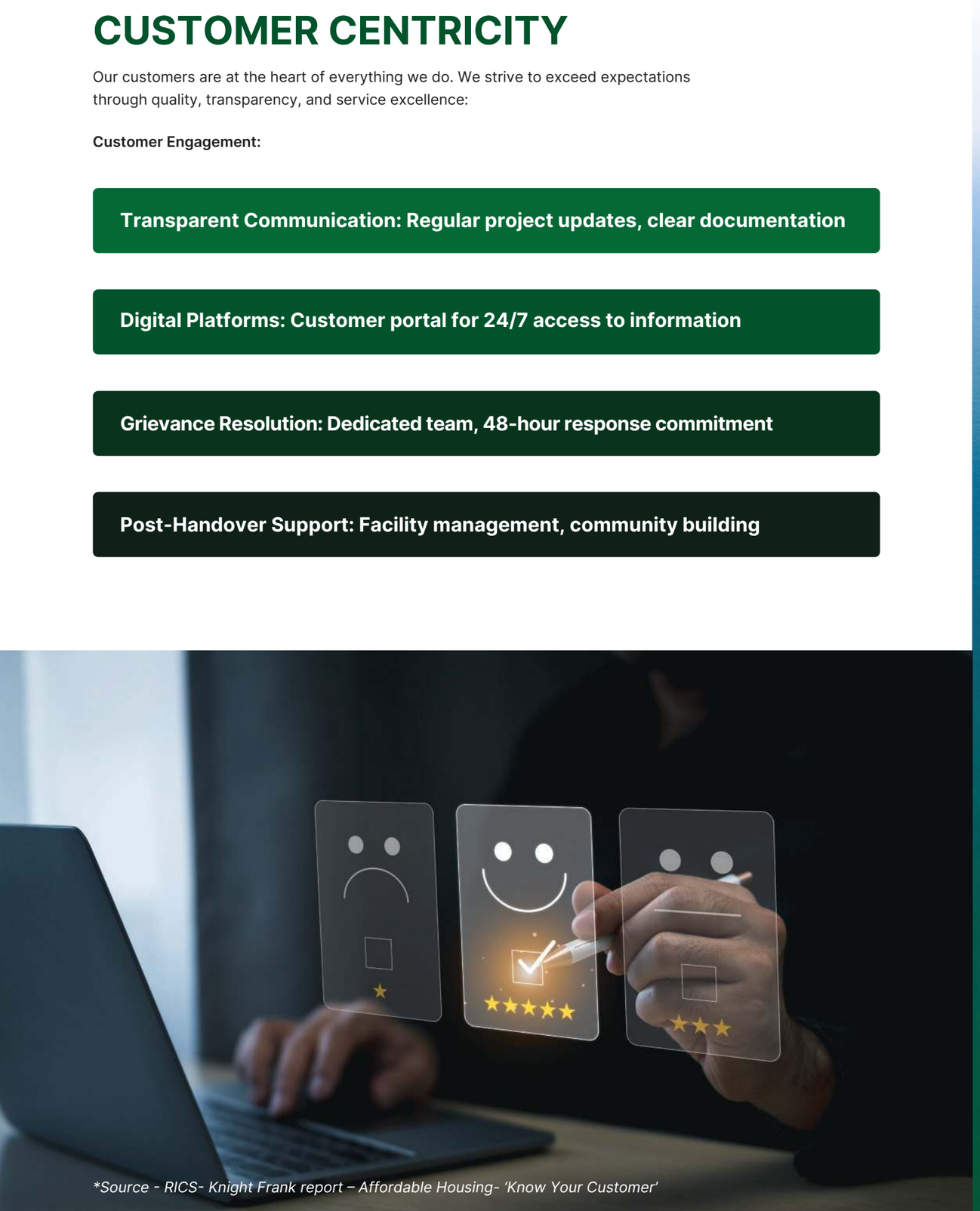
Customer Engagement:

Transparent Communication: Regular project updates, clear documentation

Digital Platforms: Customer portal for 24/7 access to information

Grievance Resolution: Dedicated team, 48-hour response commitment

Post-Handover Support: Facility management, community building



**Source - RICS- Knight Frank report – Affordable Housing- 'Know Your Customer'*

SUPPLY CHAIN RESPONSIBILITY

Supplier Code of Conduct:
All vendors are required to ensure mandatory compliance with ESG standards.

Local Sourcing:
In FY 2024–25, 99.80% of procurement was from within India, with 23.69% sourced from MSMEs and small producers

Training & Awareness:

Topics /principles covered under the training	Broad Categories	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
342	Health, Safety and Security	100%
302	Fire Safety – Mock Drill	100%
546	Work at height	100%
385	Electrical Safety	100%
153	Crisis Management	100%
223	Environment Management	100%
173	Hazard Identification and Risk Assessment (HIRA)	100%
633	Other Skill Development Trainings	100%
310	Permit to Work	100%
369	Material Handling and Resource Utilization	100%
34	Channel Partner Corporate Training, Customer Centricity	100%

CHAPTER 09

GOVERNANCE EXCELLENCE

Chapter 9

GOVERNANCE EXCELLENCE

Strong governance forms the bedrock of sustainable business. At Signatureglobal (India) Limited, we have built a robust governance framework that ensures accountability, transparency, and ethical conduct across all operations.

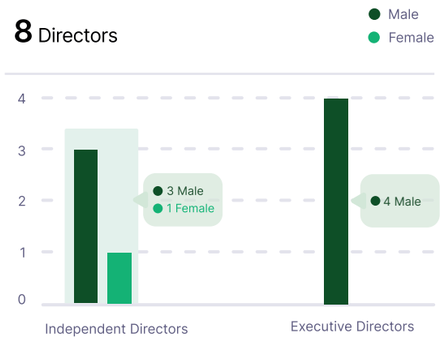
BOARD LEADERSHIP AND OVERSIGHT

Our Board of Directors provides strategic direction and oversight, ensuring long-term value creation for all stakeholders: Board Composition



Total Directors	**8**
Independent Directors	**4 (50%)**
Women Directors	**1 (12.5%)**
Board Meetings (FY 2024-25)	**12**

Board Composition & Diversity





OVERSIGHT COMMITTEES

Specialized committees enable focused oversight of critical areas:

Audit Committee

Financial oversight, risk management, compliance

Meetings **8**

Nomination & Remuneration Committee

Board composition, executive compensation, succession

Meetings **4**

Stakeholder Relationship Committee

Investor relations, grievance resolution

Meetings **4**

CSR Committee

Social impact strategy, program oversight

Meetings **4**

Risk Management Committee

Enterprise risk framework, mitigation strategies

Meetings **4**

ETHICS AND INTEGRITY

Our commitment to ethical business practices is unwavering and comprehensive:

Ethics Framework Components:

- **Code of Conduct:** Comprehensive guidelines for ethical behavior
- **Anti-Corruption Policy:** Zero tolerance for bribery and corruption
- **Whistleblower Mechanism:** Safe, confidential reporting channels
- **Conflict of Interest Policy:** Disclosure and management procedures
- **Gifts and Entertainment Policy:** Clear limits and approval processes



ANTI-CORRUPTION MEASURES

Our Anti-Corruption Policy, aligned with the Prevention of Corruption Act and international standards, ensures clean business practices:

	Implementation	Status
Employee Training	Mandatory annual training	100% employees trained
Third-Party Due Diligence	Screening of all vendors	523 vendors screened
Gift Registry	Declaration of all gifts	Full compliance
Internal Audits	Risk-based audit program	24 audits conducted
Corruption Incidents	Investigation and action	Zero incidents

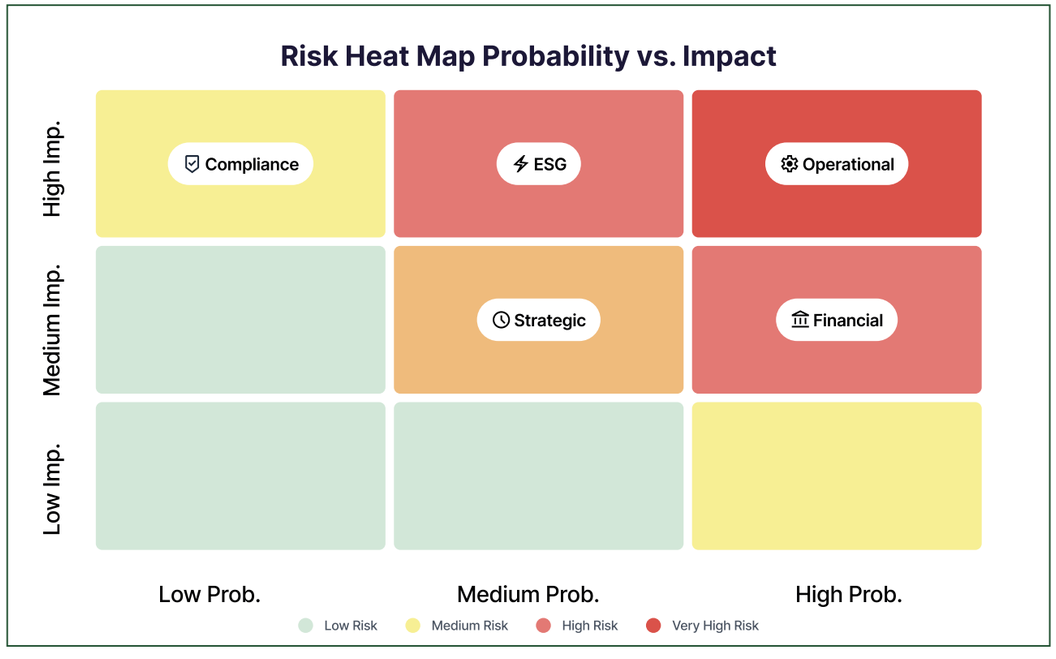
WHISTLEBLOWER PROTECTION



Hotline Availability: 24/7 | Anonymous Reporting: 100% | Retaliation Cases: Zero

RISK MANAGEMENT

Our enterprise risk management framework integrates ESG risks into strategic decision-making



KEY RISK

Strategic Risks:

- Key Risks: Market dynamics, Competition, Technology disruption
- Mitigation: Diversification, Innovation focus, Digital transformation

Compliance Risks:

- Key Risks: Regulatory changes, Legal disputes, Tax matters
- Mitigation: Compliance tracking, Legal counsel, Tax planning

Operational Risks:

- Key Risks: Project delays, Quality issues, Safety incidents
- Mitigation: Project monitoring, Quality systems, Safety protocols



Financial Risks:

- Key Risks: Liquidity, Interest rates, Customer defaults
- Mitigation: Cash management, Hedging strategies, Credit policies

ESG Risks:

- Key Risks: Climate risks, Social unrest, Governance lapses
- Mitigation: Climate adaptation, Community engagement, Strong policies

DATA PRIVACY AND CYBERSECURITY

In an increasingly digital world, protecting stakeholder data is paramount:

CYBERSECURITY FRAMEWORK:

- ISO 27001 Certification: Information security management system
- Data Protection Policy: GDPR-aligned privacy practices
- Security Operations Center: 24/7 monitoring and response
- Employee Training: Regular awareness on cyber threats
- Incident Response Plan: Tested procedures for breach management

TAX GOVERNANCE:

- Tax Strategy: Board-approved approach to tax management
- Compliance: 100% timely filing of returns and payments
- Transfer Pricing: Arm's length principles for related party transactions
- Tax Disputes: Transparent disclosure and prudent provisioning

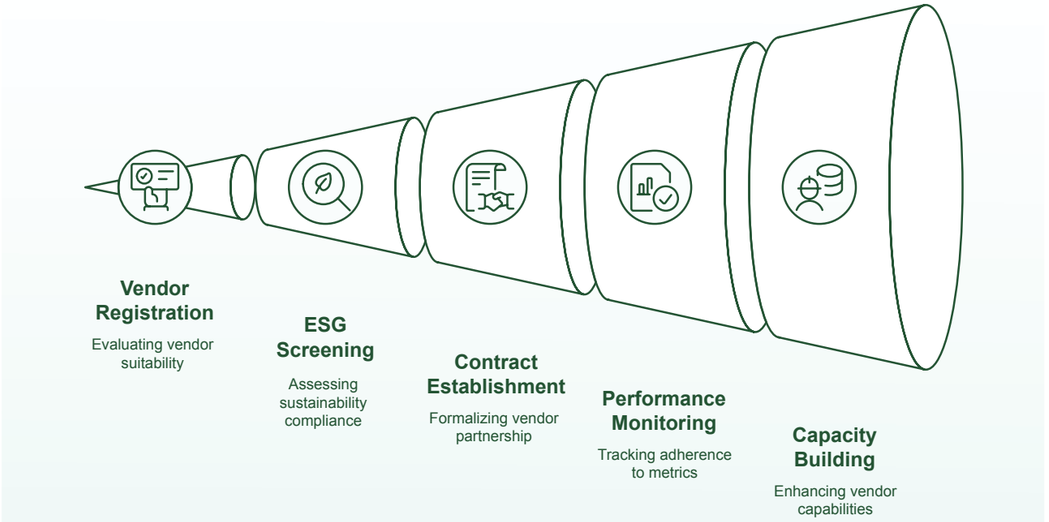
REGULATORY COMPLIANCE:
FY 2024-25 Compliance

- Environmental Clearances: 100% compliance
- Building Approvals: All permits obtained
- Labor Law Compliance: Zero violations
- SEBI Regulations: Full compliance
- RERA Registration: All projects registered
- Total Penalties/Fines: ₹0

SUSTAINABLE PROCUREMENT

SUSTAINABLE PROCUREMENT

At Signatureglobal (India) Limited, sustainability begins at the source. Our Sustainable Procurement Policy embeds ESG principles into every stage of the procurement process — from vendor selection to green material sourcing and capacity building.





ESG-Aligned Vendor Assessment
All vendors undergo ESG screening at onboarding and renewal.

Assessments include desktop reviews and site audits (as needed), focusing on:

- Environmental compliance
- Human rights
- Workplace safety
- Anti-corruption practices

Preference is given to certified vendors (e.g., ISO 14001, SA8000, IFC EDGE)



Fair and Transparent Contracting
ESG clauses are included in all procurement documents (RFQs, contracts, SLAs)

Our practices ensure:

- Transparent engagement
- Defined sustainability deliverables
- Compliance with our Contractor/Supplier Code of Conduct
- Sector-specific requirements (e.g., recycled steel, certified wood) are clearly communicated.



Supplier Collaboration & Capacity Building
We conduct ESG trainings, workshops, and share best practices with vendors

With key suppliers, we co-develop:

- Improvement roadmaps
- Net-Zero and circularity alignment plans
- CAPs (Corrective Action Plans) are implemented for underperformance.



Green Material Sourcing
We prioritize materials that are:

- Recycled, recyclable, biodegradable
- Energy- and water-efficient, low-VOC, non-toxic
- Reusable and modular alternatives are encouraged.



Local Preference
Local sourcing is prioritized where feasible to:

- Minimize transport emissions
- Support local economies
- Strengthen supplier collaboration



Monitoring & Continuous Improvement
Procurement performance is reported quarterly to the ESG Committee

Tracked indicators include:

- % green materials
- % ESG-screened vendors
- % suppliers disclosing ESG/GHG data
- The policy is regularly updated based on regulatory changes, materiality, supplier trends, and GRESB/BRSR feedback.
- Sector-specific requirements (e.g., recycled steel, certified wood) are clearly communicated.

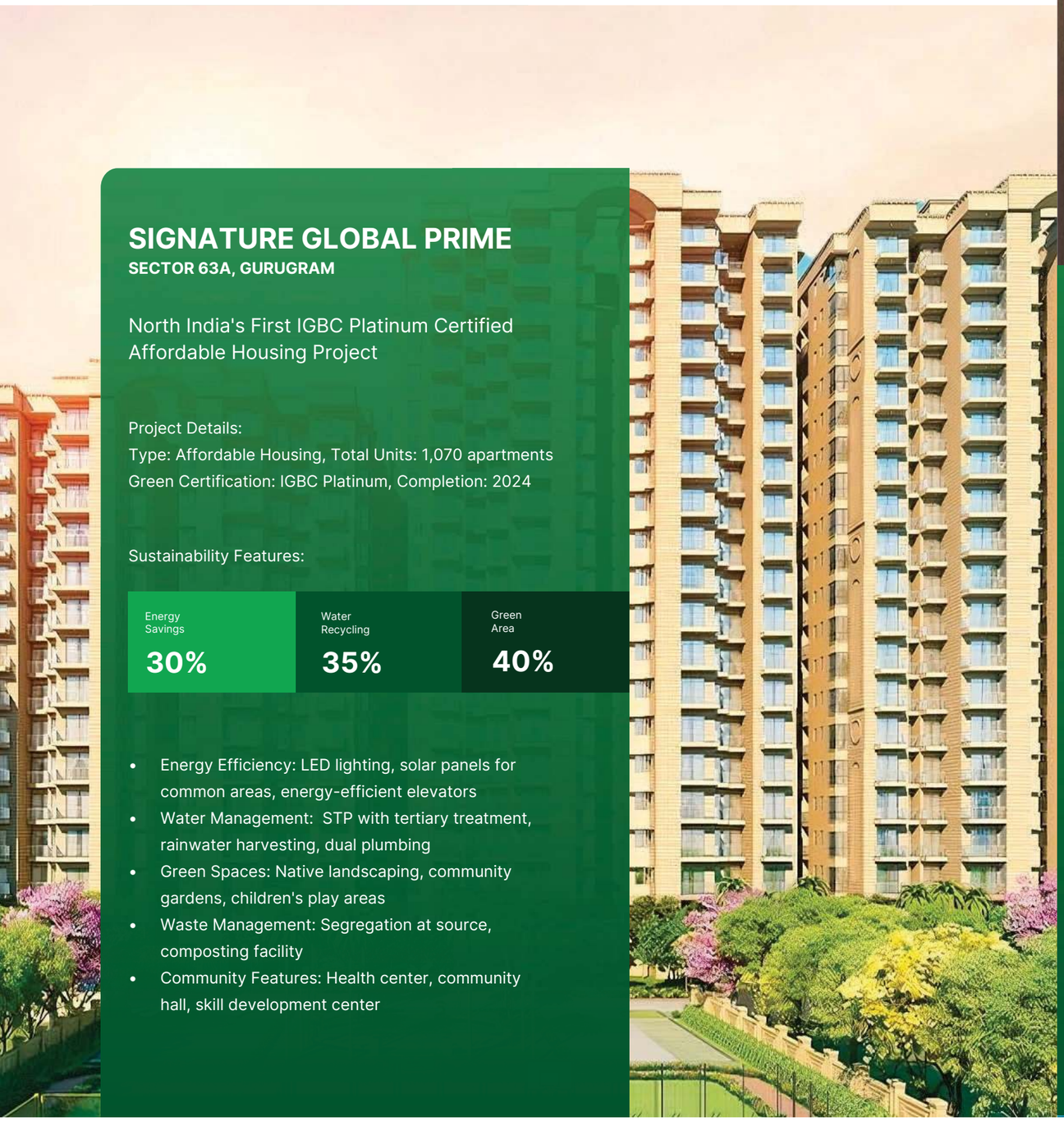
CHAPTER 10

PROJECT SHOWCASES

Chapter 10

PROJECT SHOWCASES

Our commitment to sustainability comes to life through our projects. These showcases demonstrate how we integrate environmental excellence, social value, and innovative design to create communities that set new benchmarks in sustainable development.



SIGNATURE GLOBAL PRIME

SECTOR 63A, GURUGRAM

North India's First IGBC Platinum Certified Affordable Housing Project

Project Details:
Type: Affordable Housing, Total Units: 1,070 apartments
Green Certification: IGBC Platinum, Completion: 2024

Sustainability Features:

Energy Savings	Water Recycling	Green Area
30%	35%	40%

- Energy Efficiency: LED lighting, solar panels for common areas, energy-efficient elevators
- Water Management: STP with tertiary treatment, rainwater harvesting, dual plumbing
- Green Spaces: Native landscaping, community gardens, children's play areas
- Waste Management: Segregation at source, composting facility
- Community Features: Health center, community hall, skill development center



TITANIUM SPR

SECTOR 71, GURUGRAM

Setting New Standards in Resource Efficiency

Project Details:
Type: Premium Residential, Configuration: 3 & 4 BHK apartments, Green Certification: EDGE Advanced (In Progress), Expected Completion: 2026

EDGE Performance Metrics:

	EDGE Minimum Requirement	Preliminary Design Target*
Energy Savings	40%	62%
Water Savings	20%	24%
Embodied Carbon Reduction	20%	up to 27%

*Design targets as per EDGE advanced preliminary certification. Actual performance will be verified post-completion.

Innovation Highlights:

- Materials: Fly-ash bricks, recycled steel, low-carbon concrete
- Energy Systems: VRV air conditioning, heat recovery systems, building automation
- Water Features: Zero discharge design, IoT-based leak detection
- Digital Integration: Smart home features, energy monitoring apps
- Wellness: Air quality monitoring, fitness zones, meditation gardens



DAXIN TOWNSHIP

SOHNA, SOUTH GURUGRAM

Creating a Self-Sustaining Integrated Community

Project Details:
Mixed Use: Residential, Commercial, Institutional

Total Area in Acres	Population Residents	Type
125	25,000	Integrated Township

Sustainability Masterplan:

- Transit-Oriented: Designed around proposed metro connectivity
- 15-Minute City: All amenities within walking/cycling distance
- Green Infrastructure: 30% open spaces, urban forest, biodiversity park
- Water Security: Integrated water management with multiple STPs
- Renewable Energy: Township-level solar plant planned
- Economic Opportunities: Commercial hub, skill center, startup incubators

Key Metrics

STP Coverage	Water Treatment Capacity	Solar Power Planned
100%	5 MLD	2 MW

Community Impact:
Local Employment: 2,000+ jobs during construction, 500+ permanent jobs
Infrastructure Development: Road widening, sewerage upgrade for nearby villages
Education: School within township, tie-ups with institutions
Healthcare: Multi-specialty hospital, primary health centers

Across all our projects, we're pioneering sustainable construction techniques:

Precast Elements:
Benefits: Quality control, reduced site work
Implementation: Select components

BIM Integration:
Benefits: Clash detection, material optimization

IoT Sensors:
Benefits: Real-time monitoring
Implementation: Pilot projects

Construction Innovation:
Aluminium Formwork:
Benefits: 70% faster, minimal waste
Implementation: All high-rise projects

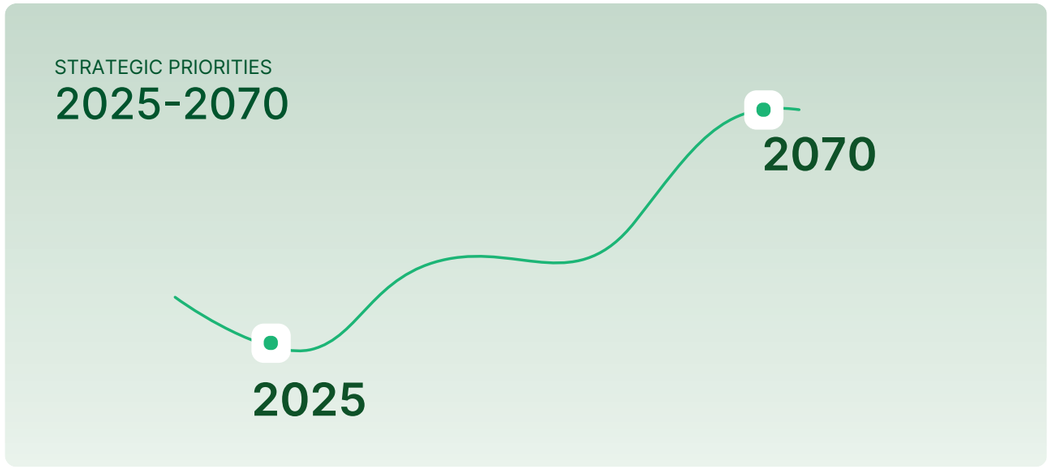
CHAPTER 11

LOOKING AHEAD

Chapter 11

LOOKING AHEAD

Building on our strong foundation, we are accelerating our transformation to become an ESG leader in Indian real estate by 2070.



OUR PATH FORWARD

From Foundation to Leadership

Building on our strong foundation, we are accelerating our transformation to become an ESG leader in Indian real estate by 2070.

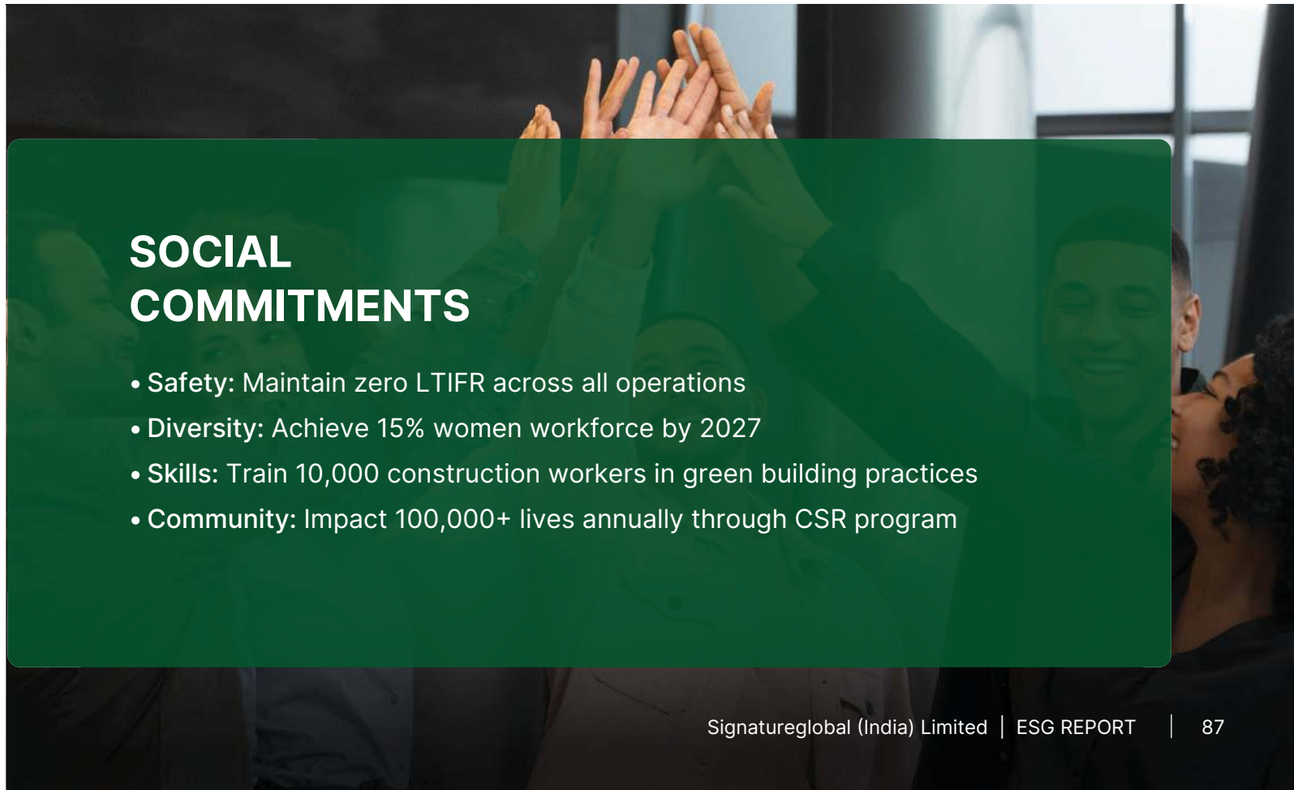


INNOVATION AGENDA

Technology and innovation will accelerate our sustainability transformation:

INNOVATION FOCUS AREAS:

- Digital Twin Technology: Virtual modeling for optimization
- AI-Powered Energy Management: Predictive analytics for efficiency
- Blockchain: Supply chain transparency
- IoT Integration: Real-time monitoring and control
- Green Materials Lab: Testing sustainable alternatives
- ESG-Linked Compensation: Integrate ESG metrics in executive KPIs
- Supply Chain: 100% critical suppliers ESG assessed
- Transparency: Achieve TCFD full compliance
- Digital Governance: Blockchain for transparency in transactions



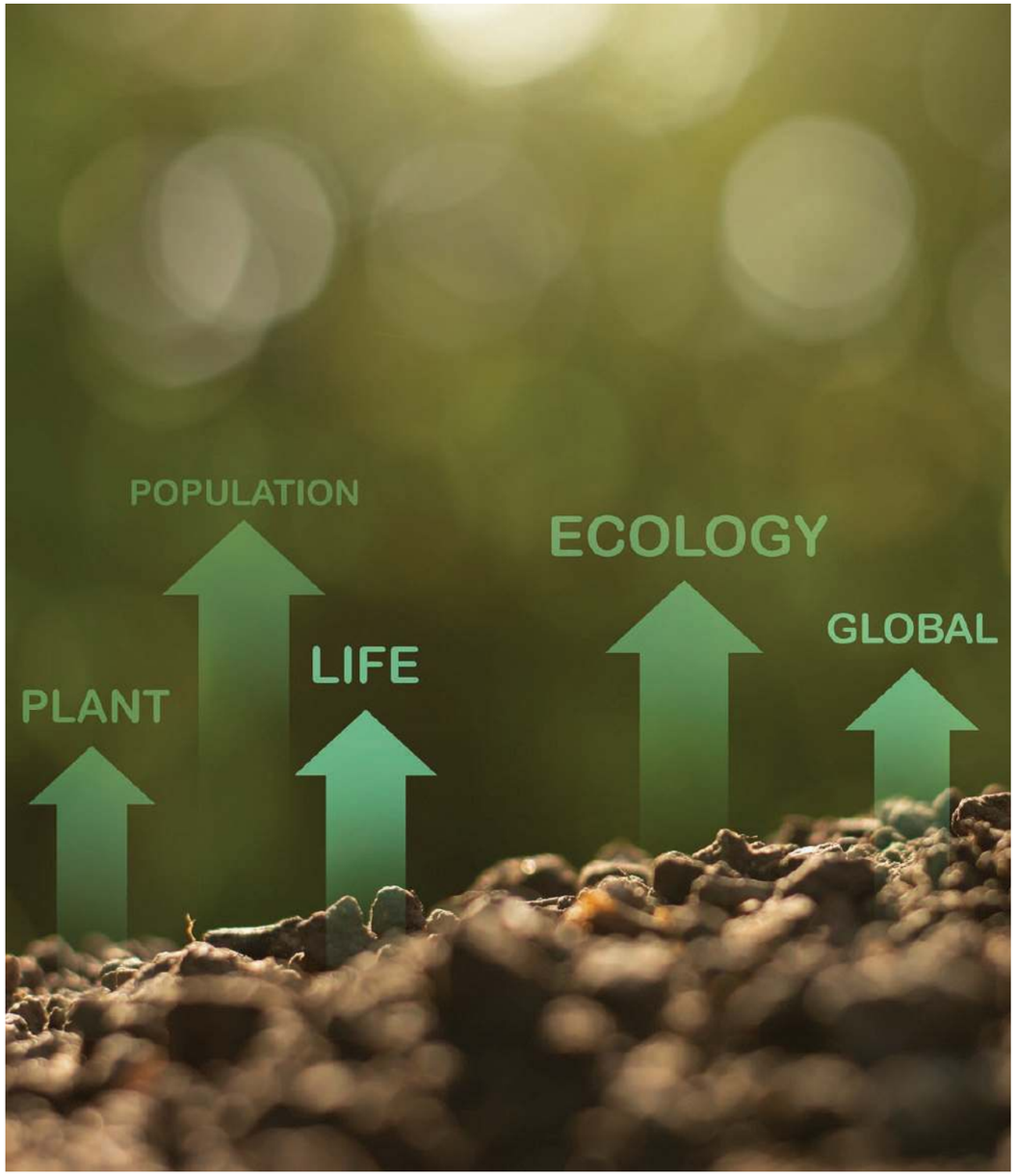
SOCIAL COMMITMENTS

- **Safety:** Maintain zero LTIFR across all operations
- **Diversity:** Achieve 15% women workforce by 2027
- **Skills:** Train 10,000 construction workers in green building practices
- **Community:** Impact 100,000+ lives annually through CSR program

CLIMATE ACTION ROADMAP

Our journey to net zero is mapped through clear milestones:





Together, We Build Tomorrow

Join us in creating communities that stand as beacons of sustainability, where every brick laid is a commitment to our planet and every home delivered is a promise of a better future.

The challenges of climate change, social inequality, and resource scarcity require collective action. We invite all our stakeholders to join us in building a sustainable future:

- Customers: Embrace sustainable living practices in our communities
- Employees: Champion sustainability in your daily work
- Suppliers: Partner with us to innovate and improve
- Investors: Support our long-term value creation approach
- Communities: Engage with us to co-create solutions



ANNEXURES

Chapter 12
ANNEXURES

ANNEXURE A: GRI CONTENT INDEX

GRI Standard	Disclosure	Report Section/Description	Page Reference
2-1	Organizational details	Company Overview, Legal and Operational Structure	14
2-7	Employees	Total Workforce, Demographics	56
3-1	Process to determine material topics	Materiality Assessment Process	42
3-2	List of material topics	Materiality Matrix and Topic Prioritization	44
302-1	Energy consumption within the organization	Environmental Performance - Energy Use	50
GRI 303-5	Water consumption	Environmental Performance - Water Use	51
GRI 305-1	Direct (Scope 1) GHG emissions	Environmental Performance - GHG Emissions	50
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance - GHG Emissions	50
GRI 306-3	Waste generated	Environmental Performance - Waste Management	52
GRI 401-1	New employee hires and employee turnover	Workforce Profile & Retention	56
GRI 403-1	Occupational Health & Safety (OH&S) Management System	Employee Health and Safety	60
GRI 403-2	Hazard identification, risk assessment	Safety Protocols and Risk Mitigation	60
GRI 403-5	Worker training on OH&S	Health and Safety Training	60
GRI 403-9	Work-related injuries	Safety Performance	60
GRI 404-1	Average training hours per employee	Training and Development Initiatives	58
GRI 404-2	Programs for upgrading employee skills	Skill Development and Leadership Programs	58
GRI 405-1	Diversity of governance bodies and employees	Workforce and Board Diversity	56, 57
GRI 406-1	Incidents of discrimination and corrective actions	Ethics, Grievance Redressal Mechanism	60
GRI 413-1	Local community engagement and development programs	CSR Activities and Community Engagement	62-64
GRI 418-1	Complaints on customer privacy breaches	Customer Privacy and Data Security	70

Note: This GRI Content Index is prepared in alignment with GRI 2021 Universal Standards and serves as a reference annexure to demonstrate disclosure compliance across Signatureglobal's ESG reporting.

ANNEXURE B: UN SDG MAPPING

The SDG mapping helps stakeholders explore each Sustainable Development Goal individually and understand the types of expertise addressed by different organizations.



ANNEXURE C: GLOSSARY

SBTi
Science Based Targets initiative

GRESB
Global Real Estate Sustainability Benchmark

STP
Sewage Treatment Plant

GHG
Greenhouse Gas

GRESB
Global Real Estate Sustainability Benchmark

BRSR
Business Responsibility and Sustainability Reporting

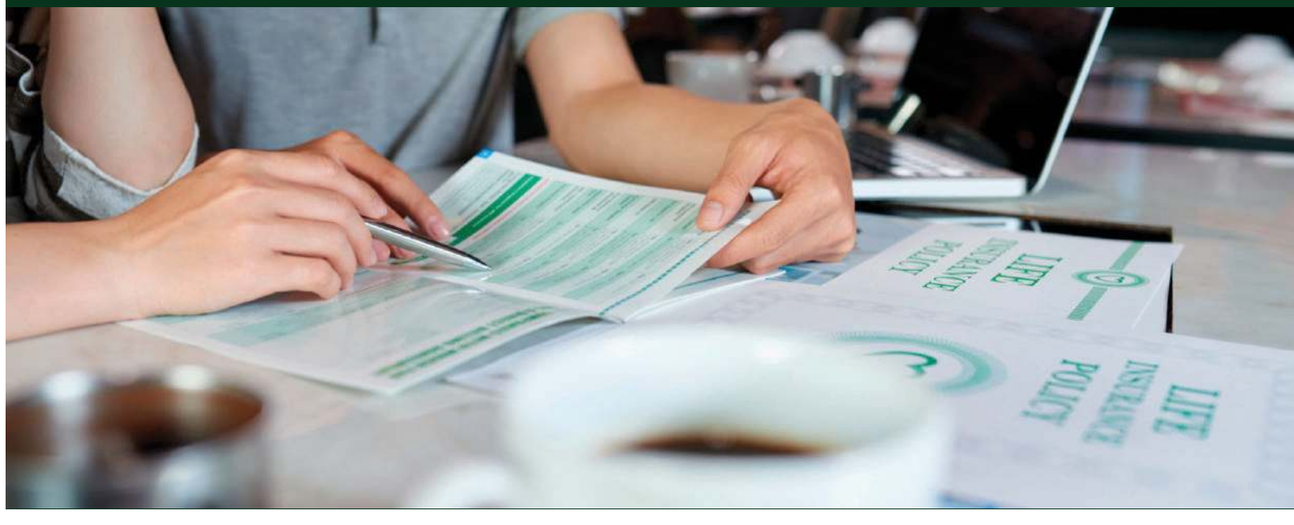
EDGE
Excellence in Design for Greater Efficiencies

IGBC
Indian Green Building Council

LTIFR
Lost Time Injury Frequency Rate

ANNEXURE D: POLICY SUMMARIES

Climate Change Policy: Framework for climate mitigation and adaptation
Net Zero Policy: Roadmap to achieve net-zero emissions by 2070
Health & Safety Policy: Zero harm approach certified to ISO 45001:2018
Human Rights Policy: Respect for dignity and rights across value chain
Anti-Corruption Policy: Zero tolerance for bribery and corruption
Sustainable Procurement Policy: ESG integration in supply chain



Data Assurance Statement

The data presented in this report has been reviewed using the Accacia.ai platform. Our platform facilitates the review of key environmental metrics, including energy consumption, water usage, greenhouse gas emissions, and waste management. This review ensures consistency and accuracy of the data submitted for the reporting period, in line with relevant sustainability standards and frameworks.

Scope and Methodology

The scope of the review covers environmental performance data for the reporting period, focusing on energy, water, emissions, and waste. Accacia.AI's platform enables automated checks to verify data accuracy and consistency across multiple datasets. The review process includes:

Identifying potential discrepancies in data entries through automated checks.
Cross-referencing data points to ensure alignment with operational records.
Flagging inconsistencies for further internal review where necessary.

While the platform provides robust tools for data verification, it is important to note that this review does not constitute a formal third-party assurance of the data.



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CONTACT INFORMATION

Corporate Office:
Signatureglobal (India) Limited
Gurugram, Haryana, India

ESG Contact:
Email: esg@signatureglobal.in
Website: www.signatureglobal.in

Investor Relations:
Email: investors@signatureglobal.in

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