

Sustainability Report

FY 2023-24



X INDUSTRIAL 
PARKS

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Introduction To Our ESG Reporting

Introduction

Xander Industrial Parks is dedicated to leading the industrial real estate sector in India by embedding robust environmental, social, and governance (ESG) practices into every aspect of their business model. Xander's approach spans from the initial acquisition of properties to their active management, all underpinned by a commitment to responsible development and operation.

Our Operational Philosophy

We prioritize integrity, transparency, and accountability throughout all phases of our operations. This philosophy not only drives immediate operational efficiencies but also addresses the broader environmental and social impacts of our activities. We are committed to making positive and ethical contributions to every community we touch, thus ensuring sustainable growth and resilience in our industry footprint.

Transparency and Strategic Delivery

Transparency in our ESG strategy is fundamental to our governance framework. By openly reporting on our ESG activities, we effectively manage risks, capitalize on opportunities, and promote sustainable development across our extensive portfolio of industrial parks.

Comprehensive ESG Disclosures

Our goal is to provide thorough ESG disclosures that satisfy the varied expectations of our stakeholders. Through detailed reporting and ongoing updates on our initiatives, we maintain clarity and demonstrate our ongoing commitment to sustainability. Participating in benchmarking activities also ensures that our practices meet stringent industry standards.

Innovation and Community Engagement

Innovation and community engagement are at the core of our ESG agenda. Our management teams lead in the implementation of ESG initiatives, focusing on innovations and technologies that reduce environmental impact and boost operational efficiencies. These activities are integral to developing a sustainable infrastructure that supports both current needs and future demands.

Commitment to ESG Evolution

Acknowledging the evolving landscape of ESG reporting, we continually adapt our strategies. By keeping abreast of emerging ESG frameworks and best practices, we ensure that our efforts remain relevant and effective, reinforcing our dedication to ethical practices and continuous improvement.

Philanthropy and Community Support

Philanthropy and community engagement are deeply ingrained in our corporate values. We actively engage in community initiatives and encourage volunteerism among our staff to enhance the lives of those in regions where we operate. Our commitment extends beyond business operations to foster a workplace culture that values inclusion and community involvement.

If you have any questions or comments about this report or our strategy and performance, we are eager to hear from you. Please contact us at info@xanderindustrialparks.com

Materiality: Identifying Our Core ESG Priorities

At Xander Group, understanding and prioritizing the issues that matter most to our stakeholders is crucial for our sustained success. Our materiality assessment process is a dynamic evaluation designed to capture and respond to the evolving landscape of our operating environments and societal expectations. We engaged a diverse range of stakeholders, including employees, customers, suppliers, community leaders, and regulators, through surveys, interviews, and interactive workshops to gather diverse perspectives. This assessment aligns our business practices with global standards such as the UN Sustainable Development Goals (SDGs), ensuring we address both local and global challenges effectively.



Our leadership team, including the Executive Committee and Board of Directors, plays an integral role in analysing the data collected from stakeholder engagements through strategic workshops and regular review sessions. The outcome is a materiality matrix that prioritizes ESG topics based on their importance to our internal and external stakeholders, guiding our strategic focus and resource allocation. We maintain an ongoing dialogue with stakeholders to stay responsive to emerging trends and challenges, ensuring our ESG strategy remains aligned with our long-term business goals and societal expectations. This process and its findings are transparently disclosed in our annual ESG report, demonstrating our commitment to accountability, and building trust with our stakeholders.

Summarizing Materiality matrix



Climate Change Risk Assessment

Understanding and mitigating climate change risks is essential to Xander Group's sustainability strategy. Climate change presents both challenges and opportunities that can significantly impact our operations and stakeholder relationships. Our Climate Change Risk Assessment identifies, evaluates, and manages physical, regulatory, and transitional climate risks. By incorporating these considerations into our business planning and decision-making processes, we aim to enhance our resilience, ensure compliance, and contribute to global climate efforts. This proactive approach helps us protect our assets, optimize resources, and support sustainable development across our operations and communities.





Short Term
1-5 years







Medium Term
5-15 years



Long term
15-25 years

Risks	Description	Impact on Business Strategy and Financial Planning	Mitigation Measures	Opportunities
Physical Risk				
Acute Risks <ul style="list-style-type: none"> •Cyclones •Earthquakes •Extreme •Precipitation  <p>Short to Medium Term</p>	<p>Increased risk as weather events become more severe</p>	<ul style="list-style-type: none"> • Increased insurance costs may be incurred. • Property damages might lead to higher maintenance and operational expenses. • Supply chain disruptions and resource scarcity may affect our workforce. 	<ul style="list-style-type: none"> • Structural studies have been conducted to enhance building resilience against severe weather events. • Detailed risk assessments with Insurance have been conducted for all assets to identify potential hazards. • Safe assembly points and evacuation plans are in place at our assets to protect visitors during climatic incidents. 	<ul style="list-style-type: none"> • Enhancing operational eco-efficiency in water, energy, and waste management. • Increasing the adoption of circular economy practices and implementing new technologies to boost building operation resilience
Chronic Risks <ul style="list-style-type: none"> • Changes in precipitation patterns • Rising Sea Level • Extreme Heat • Draught  <p>Long Term</p>	<p>Long-term, persistent risks that gradually impact systems, environments, or organizations over time</p>	<ul style="list-style-type: none"> • Chronic risks may cause property devaluation over time. • Water stress from chronic events 	<ul style="list-style-type: none"> • Groundwater recharging pits to prepare for droughts. • Reducing reliance on freshwater supply by installing STPs across our assets 	<ul style="list-style-type: none"> • Strengthening business resilience. • Enhancing customer and retailer safety

Risks	Description	Impact on Business Strategy and Financial Planning	Mitigation Measures	Opportunities
Transition Risks				
Regulatory Risks  Short to Medium Term	Uncertainties from regulatory changes during the transition to a sustainable economy, impacting businesses' strategies and operations.	<ul style="list-style-type: none"> Rising compliance costs due to expanding ESG disclosure demands 	<ul style="list-style-type: none"> Invest in employee development and skill enhancement on various sustainability topics for improved climate reporting. Develop a Proactive ESG Strategy 	Aligning with international frameworks, such as GRESB, GRI and other guidelines on sustainability
Technology Risks  Short to Medium Term	Risk arising from the global adoption of sustainable technologies.	<ul style="list-style-type: none"> compromised data security and privacy compared to market. Failure to adopt newer technologies may result in decreased operational efficiency 	<ul style="list-style-type: none"> Upgrade infrastructure to facilitate the integration of renewable energy sources, smart grids, and other climate-resilient technologies into existing systems 	Enhance energy efficiency, reduce emissions, and improve overall performance
Market Risk  Short to Medium Term	Risks resulting from a change in market expectation for more sustainable products and climate resilient businesses	<ul style="list-style-type: none"> Increasing demand for environmentally sustainable infrastructure 	<ul style="list-style-type: none"> Increase the coverage of green building certification to all our assets. 	Enhance business resilience through the integration of ESG principles across policies and operational processes.
Reputation Risk  Short to Long Term	Risks to the Reputation of an organisation resulting from factors such as shifting consumer preferences, stakeholder expectations and regulatory landscapes	<ul style="list-style-type: none"> Publishing wrong ESG related data in public domain Scoring low in ESG rating 	<ul style="list-style-type: none"> Internally reviewing ESG data before publication. Deploying a governance framework ensures adherence to strategy and identification of gaps. 	Enhancing brand reputation through green building design and resource-efficient buildings.

How to use this ESG Reporting Index

This ESG Reporting Index is developed to provide a comprehensive overview of our Environmental, Social, and Governance (ESG) initiatives. It serves to detail the ongoing efforts and progress we have made in addressing sustainability within our operations.

At Xander Industrial Parks, we apply the Global Reporting Initiative (GRI) standards as our reporting framework. This structured approach allows us to present our data consistently, making it easier for stakeholders to analyse our performance over time and in comparison, to other organizations. This document explains the purpose of the GRI framework and how it should be employed to understand our ESG activities fully, alongside our methodologies and the scope of our reporting.

For more detailed insights into our strategic approaches and the policies guiding our operations, please visit our website.

Section	What is in this section and how to use it
Introduction	An overview of our reporting approach, our materiality assessment, and a brief outline of our strategic sustainability initiatives. This section sets the stage for understanding the context in which we operate and our long-term goals.
GRI Index	A comprehensive set of disclosures on organizational impacts that are relevant to a broad range of stakeholders, in line with the GRI framework. This includes detailed information about how we manage our most material issues and integrate sustainable practices into our operations. For further details on our strategic alignment with these standards, refer to the subsequent sections of this report.
Reporting Boundaries and Methodologies	Detailed explanation of the scope and boundaries of our reporting. This section explains how we measure and report on our sustainability targets and various other metrics critical to our ESG commitments. It includes definitions, methodologies, and the scope of data reported, ensuring transparency in how we track and report progress.

Our GRI Index

This index outlines our response to the GRI Sustainability Reporting Standards and how we have compiled with the GRI Standards

Our approach to defining material topics is inclusive and comprehensive, covering areas critical to our operational and strategic goals in industrial park development and management. We report as thoroughly as possible on our most significant ESG issues and are aligned with the GRI Reporting Index. Information about boundaries covered and reporting practices can be found in the Reporting Boundaries and Methodologies section of our ESG report.

The material in this report references the following disclosures:

Foundation

- GRI 1 to GRI 18 from GRI 1: Foundation 2021

General

- GRI 2-1 to GRI 2-30 from GRI 2: General Disclosures 2021

Material Topics

- GRI 3-1 to GRI 3-30 from GRI 3: Material Topics 2021

Economic Indicators

- GRI 201-01 to GRI 204-04 from GRI 201: Economic Performance 2016
- GRI 205-01 to GRI 205-03 from GRI 205: Anti-corruption 2016
- GRI 206-01 from GRI 206: Anti-competitive Behaviour 2016
- GRI 207-01 to GRI 207-04 from GRI 207: Tax 2019

Environmental Indicators

- GRI 301-01 to GRI 308-02 from GRI 300 series (Environmental Standards 2016)

Social Indicators

- GRI 401-01 to GRI 410-01 covering aspects from Employment, Labour/Management Relations, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Non-discrimination, Freedom of Association and Collective Bargaining, Child Labour, Forced or Compulsory Labour, Security Practices, Rights of Indigenous People, Local Communities 2016.
- GRI 415-01 to GRI 419-01 covering aspects from Public Policy, Customer Health and Safety, Marketing and Labelling, Customer Privacy, Socioeconomic Compliance 2016.

Note: All standards are aligned with our strategic goals of ensuring operational efficiency, enhancing community engagement, minimizing environmental impact, and promoting workforce diversity. We report on these topics to illustrate how our business practices align with our commitment to sustainable development.

GRI INDEX

GRI 1: Foundation

GRI Indicators	Parameters	Our Response
GRI 1-1	Accuracy	Xander Industrial Parks reports on its performance and progress towards strategic sustainability goals with clarity and precision in this ESG Report. Detailed methodologies for calculating performance metrics are transparently outlined.
GRI 1-2	Balance	We provide a balanced view of our successes and challenges, reflecting diverse stakeholder perspectives to ensure a realistic depiction of our impact.
GRI 1-3	Clarity	Information on our sustainability initiatives is clearly presented on our website and in our ESG Reporting Index, making it accessible and understandable.
GRI 1-4	Comparability	We maintain consistent reporting standards to allow stakeholders to assess our performance over time. We align our reports with the GRI Standards and provide an ESG Reporting Index that facilitates easy access to comparable data.
GRI 1-5	Completeness	This report encompasses all topics that are material to our operations, as identified through a rigorous materiality assessment process. Each topic is thoroughly covered within this document.
GRI 1-6	Sustainability Context	The broader context of our operational environment and its impact on our sustainability strategy is detailed in our ESG Report. This includes an overview of how our key sustainability challenges and initiatives integrate with our broader corporate performance and objectives.
GRI 1-7	Timeliness	We adhere to an annual reporting cycle for our ESG Reporting Index, ensuring alignment with our financial reporting schedule. This consistency ensures that our stakeholders receive timely updates on our sustainability progress.

GRI 2: General Disclosures

GRI Indicators	Parameters	Our Response
GRI 2-1	Organisational details	Xander Industrial Parks is a premier operator of industrial facilities across India, focusing on sustainable and innovative solutions in industrial real estate management.
GRI 2-2	Entities included in the consolidated financial statements	The consolidated financial statements include all entities under the operational control of Xander Industrial Parks.
GRI 2-3	Reporting period, frequency, and contact point	The reporting period for this ESG report is from April 1, 2023, to March 31, 2024. Our ESG reports are published annually. Contact for ESG inquiries: esg@xanderindustrialparks.com .
GRI 2-4	Restatements of information	There have been no restatements of information required for the current reporting period.
GRI 2-5	External assurance	The ESG report for this period does not include external assurance. We are considering implementing external assurance processes in the future to enhance our ESG reporting credibility.
GRI 2-6	Activities, value chain and other business relationships	Xander Industrial Parks manages a network of industrial estates and parks, focusing on enhancing operational efficiency and sustainability across the value chain. Our business relationships are built on the foundation of transparency, ethical practices, and mutual growth.
GRI 2-7	Employees	<div><div>Total No.s</div><div><div>Contractual</div><div>Permanent</div></div><div><div></div><div></div></div><div><div>10</div><div>6</div></div></div>

		Employee Categories		Total Number	Age Group (no.)			Gender (no.)	
					<30 yrs	30-50 yrs	>50 yrs	Male	Female
		Permanent	Senior Management	2		2		1	1
			Middle Management	1		1			1
			Junior Management	2	2			2	
			Site Management	1		1		1	
		Contractual	Finance Supervisor	1		1			1
			Finance Executive	7	7			4	3
			Site Manager	2		2		2	
		Total		16	9	7	0	10	6
GRI 2-8	Workers who are not employees	Xander Industrial Parks employs a significant number of contractors and temporary workers, particularly in construction and maintenance roles. These workers are critical to our operations and are managed under strict compliance with labour laws and our internal standards for safety and worker welfare.							
GRI 2-9	Governance structure and composition	The governance at Xander Industrial Parks is overseen by our Executive Committee, led by the CEO. The Committee is supported by various functional leaders and is responsible for the strategic direction and oversight of our sustainability initiatives. Our Corporate Governance Framework details the roles and responsibilities of each committee involved in ESG oversight.							
GRI 2-10	Nomination and selection of the highest governance body	Our Nomination and Governance Committee, composed entirely of Independent Directors, oversees the selection and appointment of directors to our highest governance body. This committee ensures that our leadership is diverse and equipped to meet the challenges of the industry.							
GRI 2-11	Chair of highest governance body	The Chair of the Board at Xander Industrial Parks is an Independent Director, ensuring an unbiased approach to leadership and decision-making. The Chair also oversees the Risk Management and Sustainability Committees, ensuring a comprehensive governance structure.							
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Our Board of Directors plays a crucial role in setting strategic directions and overseeing the management of environmental, social, and governance impacts. This includes regular reviews of performance against our ESG targets and policies.							
GRI 2-13	Delegation of responsibility for managing impacts	Responsibility for managing day-to-day ESG impacts is delegated to the ESG Team.							
GRI 2-14	Role of the highest governance body in sustainability reporting	The highest governance body plays a critical role in overseeing, aligning, and ensuring the integrity of sustainability practices with corporate strategy. It oversees sustainability initiatives, monitors their implementation, reviews sustainability reports, and communicates performance to stakeholders.							
GRI 2-15	Conflict of interests	Xander Industrial Parks adheres to a strict policy on conflicts of interest, managed through our Corporate Governance Committee. All potential							

		conflicts are disclosed and managed according to predefined guidelines to ensure fairness and transparency in all our business dealings.
GRI 2-16	Communication of critical impacts	
GRI 2-17	Collective knowledge of the highest governance body	The collective expertise of our Board encompasses a wide range of skills and experiences, from industrial real estate management to environmental sustainability. This diverse knowledge base supports informed decision-making and strategic oversight of our ESG initiatives.
GRI 2-18	Evaluation of the performance of the highest governance body	The evaluation of the highest governance body's performance includes assessing key indicators related to strategy execution, financial stewardship, risk oversight, and sustainability goals. These indicators measure the board's effectiveness in guiding the organization, managing finances prudently, mitigating risks, and promoting sustainable practices aligned with stakeholder expectations and regulations.
GRI 2-19	Remuneration policies	Xander Industrial Parks adheres to remuneration policies that ensure fair compensation based on industry standards, roles, performance, and regional benchmarks. Our policies are designed to attract and retain top talent while promoting equity and inclusion.
GRI 2-20	Process to determine remuneration	Remuneration for executive directors and senior leaders is determined by the Remuneration Committee, which reviews market data, company performance, and individual contributions to ensure competitiveness and fairness.
GRI 2-21	Annual total compensation ratio	We disclose the ratio of annual total compensation of our CEO to the median employee annually, aligning with corporate governance requirements and transparency commitments.
GRI 2-22	Statement on sustainable development strategy	Our sustainable development strategy is integrated across all operations, focusing on minimizing environmental impact, enhancing community engagement, and maintaining high standards of corporate governance.
GRI 2-23	Policy commitments	We commit to high ethical standards, adhering to our code of conduct that covers anti-corruption, environmental protection, and labour rights. These policies are regularly reviewed and updated.
GRI 2-24	Embedding policy commitments	Our policies are embedded into daily operations through training programs, regular audits, and a compliance framework that ensures every employee understands and adheres to these standards.
GRI 2-25	Processes to remediate negative impacts	We have established grievance mechanisms and remediation processes to address any negative impacts from our operations, ensuring accountability and continuous improvement.
GRI 2-26	Mechanisms for seeking advice and raising concerns	Employees and stakeholders can report concerns or seek advice through our confidential reporting system, to ensure impartiality and protection for whistle-blowers.
GRI 2-27	Compliance with laws and regulations	We strictly comply with all applicable laws and regulations. Our compliance is monitored through regular reviews and external audits to ensure ongoing adherence.
GRI 2-28	Membership of associations	Xander Industrial Parks is a member of several industry associations, including local chambers of commerce and international trade associations, to stay aligned with best practices and industry developments.
GRI 2-29	Approach to stakeholder engagement	We engage with stakeholders through multiple platforms, including community meetings, surveys, and stakeholder panels, to gather input and foster dialogue on our business impacts and sustainability initiatives.
GRI 2-30	Collective bargaining agreements	We respect the right to collective bargaining, and a significant portion of our workforce is covered by collective agreements, ensuring fair labour practices and conditions.

GRI 3: Material Topics

GRI Indicators	Parameters	Our Response
GRI 3-1	Process to determine material topics	In 2023, Xander Industrial Parks conducted a comprehensive materiality assessment to identify the key environmental, social, and governance (ESG) topics that impact our business and stakeholders. The process began with a stakeholder engagement phase, involving employees, customers, local communities, and investors, to gather diverse perspectives on potential impacts. We also reviewed industry trends and aligned our strategies with the UN Sustainable Development Goals (SDGs). Our executive team and the ESG committee held workshops to evaluate these insights and define our material topics, which are documented in our ESG Reporting Index.
GRI 3-2	List of material topics	The materiality assessment helped refine our focus on critical areas such as sustainable site development, energy management, community engagement, and corporate governance. These topics have been prioritized based on their significance to our operational success and their impact on stakeholder interests.
GRI 3-3	Management of material topics	Management of our material topics is integrated into our governance structure. The Board of Directors, supported by the ESG Committee, oversees the strategic direction and policy integration for these topics. Specific responsibilities and performance metrics related to each material topic are managed through dedicated operational teams, ensuring targeted and effective action plans are implemented.

GRI 200: Economic Indicators

GRI Indicators	Parameters	Our Response
GRI 201-02	Financial implications and other risks and opportunities due to climate change	<p>As part of our ongoing commitment to sustainability and responsible corporate citizenship, we are dedicated to conducting a robust and comprehensive climate change analysis aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. This will enable us to better understand the potential financial impacts of climate change on our operations and strategic planning. We intend to rigorously evaluate both the physical risks associated with climate change as well as transition risks that arise from the global shift towards a low-carbon economy.</p> <p>Our analysis will focus on identifying critical vulnerabilities within our operations and supply chains and will be integrated into our broader risk management and strategic planning processes. By doing so, we aim to enhance our resilience against climate risks, optimize our resource allocation, and identify new opportunities for innovation and growth in a transitioning marketplace.</p> <p>Moving forward, we are committed to regular updates on our progress in aligning with the TCFD recommendations, including improvements in climate-related financial disclosures. Our goal is to provide transparent, high-quality information to our stakeholders, enabling informed decision-making and fostering a sustainable future for all.</p>
GRI 201-03	Defined benefit plan obligations and other retirement plans	The company maintains a defined benefits plan focusing primarily on gratuities, with other retirement benefits omitted from the scheme, ensuring compliance with local regulations and support for our employees' long-term financial security.
GRI 201-04	Financial assistance received from the government	During the reporting period, we did not receive any financial assistance from government bodies, underscoring our operational independence and financial stability.
GRI 202-01	Ratios of standard entry-level wage by gender compared to local minimum wage	We ensure equity in compensation, with entry-level wages for all genders set above the local minimum wage at a 1:1 ratio, reflecting our commitment to fair pay.
GRI 202-02	Proportion of senior management hired from the local community	We prioritize local talent, with 100% of our senior management team sourced from within India. This strategy supports community development and leverages local expertise.
GRI 204-01	Proportion of spending on local suppliers	We establish a sustainable procurement process that includes strict ESG criteria for our supplier selection. By prioritizing local suppliers and promoting ESG standards within our supply chain, we support sustainable community development and reduce environmental impacts from logistics.
GRI 205-01	Operations assessed for risks related to corruption	We maintain a zero-tolerance policy towards bribery and corruption, ensuring strict adherence to legal and ethical standards. We provide regular training on anti-corruption practices to foster a culture of integrity and accountability.
GRI 205-02	Communication and training about anti-corruption policies and procedures	We reflect our unwavering dedication to preventing bribery and corruption by fostering a culture of transparency, accountability, and compliance through our anti-bribery and anti-corruption commitments. We take a zero-tolerance approach to bribery and corruption. To this end, we will:

		<ul style="list-style-type: none"> • Comply with all applicable laws, regulations, and relevant conventions related to anti-bribery and anti-corruption. • Clearly communicate guidelines and limitations on the giving and receiving of gifts, hospitality, and entertainment to ensure they are within legal and ethical boundaries, avoiding situations that may create a conflict of interest or compromise impartiality. • Provide training to our employees at regular intervals to identify and report any suspected or observed instances of bribery, corruption, or unethical conduct.
GRI 205-03	Confirmed incidents of corruption and actions taken	We have maintained a strong ethical stance throughout the period, resulting in no confirmed incidents of corruption. Our proactive measures and comprehensive compliance programs effectively prevented any occurrences of corruption, which means no corrective actions were necessary. Additionally, there were no public legal cases related to corruption reported during this time, affirming our commitment to integrity and transparency in all our operations.
GRI 206-01	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Our organization maintains a strong commitment to ethical business practices and strict compliance with all applicable laws and regulations. We have implemented robust internal controls and compliance programs designed to prevent corruption and anti-competitive behaviours. These include regular employee training on ethical conduct, thorough auditing processes, and transparent reporting mechanisms. Our proactive approach to governance and compliance has successfully prevented any instances of corruption or anti-competitive behaviour during the reporting period, reflecting our dedication to upholding the highest standards of integrity and corporate responsibility.
GRI 207-01	Approach to tax	<p>Our Approach to Tax & Tax Strategy involves actively engaging external tax consultants to ensure our adherence to both direct and indirect tax compliances. This external consultation helps us stay aligned with tax regulations and leverage expertise in tax planning and compliance.</p> <p>Our Governance Body Reviewing Tax Strategy is managed by our in-house team, including a finance controller, supported by a service provider to ensure timely and accurate tax filings. A dedicated company secretary, deployed by this service provider, oversees secretarial compliances. This structure highlights our significant emphasis on internal governance to maintain tax compliance.</p> <p>Our Approach to Regulatory Compliance is overseen by the Risk, Audit & Compliance Committee (RAC) and the Operations Committee (OPL), both appointed by the board. These committees are responsible for ensuring that we adhere to relevant regulations and maintain a high standard of governance, which includes tax compliance.</p>
GRI 207-02	Tax governance, control, and risk	We employ a robust tax governance and control framework to ensure compliance with tax laws and regulations. This framework includes an in-house finance controller and a dedicated company secretary provided by our engaged service provider, both of whom ensure timely and accurate tax filings and oversee secretarial compliances, respectively. Additionally, we collaborate with external tax consultants to maintain adherence to both direct and indirect tax compliances. Our governance structure is further reinforced by our board-appointed Risk, Audit & Compliance

		Committee (RAC) and Operations Committee (OPL), which oversee and ensure the integrity of our tax operations.
GRI 207-03	Stakeholders' engagement and management of concerns related to tax	Our approach to stakeholder engagement in tax matters is founded on transparency, compliance, and proactive communication. We collaborate with top-tier tax consultants and legal counsels to ensure our tax strategies and practices are not only compliant with the law but also ethically sound. This collaboration helps us address and manage stakeholder concerns effectively.
GRI 207-04	Country-by-country reporting	As a corporation operating solely in India, all Xander Industrial Parks's assets and operations are located within the country, simplifying our tax and operational reporting, and supporting our commitment to national economic development.

GRI 300: Environmental Indicators

GRI Indicators	Parameters	Our Response
GRI 301-01	Materials Used by weight or volume	This indicator is not applicable to our operations as Xander Industrial Parks is not engaged in manufacturing. Our business model does not involve significant physical use of materials that would be measurable by weight or volume, reflecting our service-oriented operational nature.
GRI 301-02	Recycled input materials used	As Xander Industrial Parks is not involved in manufacturing or production processes, the use of recycled input materials is not a relevant indicator for our operations. Our environmental sustainability efforts are instead focused on areas directly pertinent to our service delivery.
GRI 301-03	Reclaimed products and their packaging materials	This indicator does not apply to Xander Industrial Parks as we do not handle physical products or packaging that would involve reclamation. Our business model centres around providing services that do not generate physical waste or involve material reclamation processes.

GRI 302-01	Energy consumption within the organisation	<div><p>Energy Consumption (kWh)</p><table><thead><tr><th>Category</th><th>FY 2023-24</th><th>FY 2022-23</th></tr></thead><tbody><tr><td>Indirect Energy</td><td>13,586,968.07</td><td>13,673,673.00</td></tr><tr><td>Direct Energy</td><td>516,128.00</td><td>867,198.54</td></tr></tbody></table></div> <p>In FY 2023-24, we observed a 3% decrease in our total consumption, primarily due to a 40% reduction in fuel usage because of fewer power shortages.</p> <table><thead><tr><th colspan="5">Energy Consumption (kWh)</th></tr><tr><th>Control</th><th>Year</th><th>Direct Energy</th><th>Indirect Energy</th><th>Total Energy</th></tr></thead><tbody><tr><td rowspan="2">Assets control under X Industrial Park</td><td>FY 2022-23</td><td>83,494.05</td><td>6,64,355</td><td>7,47,849.05</td></tr><tr><td>FY 2023-24</td><td>51,134.00</td><td>7,76,412</td><td>8,27,546.00</td></tr><tr><td rowspan="2">Assets control under Tenants</td><td>FY 2022-23</td><td>7,83,704.00</td><td>1,30,09,318.00</td><td>1,37,93,022.00</td></tr><tr><td>FY 2023-24</td><td>4,64,994.00</td><td>1,28,10,556.00</td><td>1,32,75,550.00</td></tr><tr><td colspan="2">Total</td><td>13,83,326.05</td><td>2,72,60,641.00</td><td>2,86,43,967.05</td></tr></tbody></table>	Category	FY 2023-24	FY 2022-23	Indirect Energy	13,586,968.07	13,673,673.00	Direct Energy	516,128.00	867,198.54	Energy Consumption (kWh)					Control	Year	Direct Energy	Indirect Energy	Total Energy	Assets control under X Industrial Park	FY 2022-23	83,494.05	6,64,355	7,47,849.05	FY 2023-24	51,134.00	7,76,412	8,27,546.00	Assets control under Tenants	FY 2022-23	7,83,704.00	1,30,09,318.00	1,37,93,022.00	FY 2023-24	4,64,994.00	1,28,10,556.00	1,32,75,550.00	Total		13,83,326.05	2,72,60,641.00	2,86,43,967.05
Category	FY 2023-24	FY 2022-23																																										
Indirect Energy	13,586,968.07	13,673,673.00																																										
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	FY 2023-24	4,64,994.00	1,28,10,556.00	1,32,75,550.00																																								
Total		13,83,326.05	2,72,60,641.00	2,86,43,967.05																																								
GRI 302-02	Energy consumption outside of the organisation	Not applicable as no Energy is consumed outside the organization.																																										

GRI 302-03	Energy intensity	<div><div><div>Energy Intensity (kWh/sq.ft)</div><div><div><div></div><div>5.24</div></div><div><div></div><div>6.41</div></div></div><div><div>FY 2023-24</div><div>FY 2022-23</div></div></div><div>In FY 2023-24 we have seen a decrease in energy intensity from 6.41 to 5.24 as there has been an increase in asset area and 3% reduction in total energy consumption by the buildings.</div><table><tr><th>Year</th><th>Energy Intensity (kWh/Sq.ft)</th></tr><tr><td>FY 2022-23</td><td>6.41</td></tr><tr><td>FY 2023-24</td><td>5.24</td></tr></table></div>	Year	Energy Intensity (kWh/Sq.ft)	FY 2022-23	6.41	FY 2023-24	5.24
Year	Energy Intensity (kWh/Sq.ft)							
FY 2022-23	6.41							
FY 2023-24	5.24							
GRI 302-04	Reduction of energy consumption	In FY 2023-24, we observed a 3% decrease in our total consumption, primarily due to a 40% reduction in fuel usage in DGs because of fewer power shortages.						
GRI 302-05	Reductions in energy requirements of products and services	In FY 2023-24 we have seen a decrease in energy intensity per sq. ft from 6.41 to 5.24 as there has been an increase in asset area and 3% reduction in total energy consumption by the buildings.						
GRI 303-01	Interactions with water as a shared resource	X Industrial Park enhances its interactions with water as a shared resource by implementing sustainable practices. This includes maintaining an artificial pond at the Vessel & Cella site for rainwater storage. Additionally, we are in the process of planning rainwater harvesting pits at Hecate & Bagnan. Moreover, we actively recycle water through our Sewage Treatment Plants (STPs), utilizing it for gardening and flushing purposes, thereby promoting efficient water management practices across our facilities.						
GRI 303-02	Management of water discharge related impacts	At X Industrial Park, we manage water discharge impacts through a comprehensive approach. This includes utilizing advanced Sewage Treatment Plants (STPs) to treat wastewater before discharge, ensuring we meet stringent environmental standards. We maintain strict monitoring of water quality and discharge levels to prevent pollution and minimize environmental impact effectively. Additionally, we enhance water efficiency by recycling treated effluent for purposes like irrigation and industrial use. Compliance with regulatory requirements is a priority, and we regularly report on our discharge activities to relevant authorities. We are committed to continuous improvement, constantly refining our wastewater management practices reducing our environmental footprint and foster sustainable operations.						
GRI 303-03	Water withdrawal	In FY 2023-24, we observed a reduction in our water consumption, primarily due to the improved efficiency measures.						
GRI 303-04	Water discharge	<table><tr><th>Year</th><th>Water Consumption (KL)</th></tr><tr><td></td><td></td></tr></table>	Year	Water Consumption (KL)				
Year	Water Consumption (KL)							

GRI 303-05	Water consumption	<table><tr><td>FY 2022-23</td><td>89,415</td></tr><tr><td>FY 2023-24</td><td>80,704</td></tr></table>	FY 2022-23	89,415	FY 2023-24	80,704				
FY 2022-23	89,415									
FY 2023-24	80,704									
GRI 304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable as none of our assets fall under biodiversity sensitive area.								
GRI 304-02	Significant impacts of activities, products and services on biodiversity	<p>We recognize that our real estate operations can impact the integrity of a geographic area or region, either directly or indirectly, by substantially changing its ecological features, structures, and functions. We take the responsibility to protect, preserve, and co-exist with the flora and fauna seriously. To this end, we will:</p> <ul style="list-style-type: none">• Ensure green landscaping in our real estate developments.• Make biodiversity enhancement a part of our property management activities.• Contribute to and participate in programs that support biodiversity development.								
GRI 304-03	Habitats protected or restored	Not applicable as none of our assets fall under biodiversity sensitive area.								
GRI 304-04	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no IUCN Red Listed species or species from the National Conservation List with habitats in the areas affected by operations.								
GRI 305-01	Direct (Scope 1) GHG emissions	<div><p>Scope 1 (MTCO2 eq)</p><table><tr><td>FY 2023-24</td><td>14</td></tr><tr><td>FY 2022-23</td><td>22</td></tr></table></div> <p>From our 5 assets we have operational control over 1 asset and remaining assets are under Tenant control. So we are considering emissions for which we have operational control.</p> <table><tr><th>Year</th><th>Scope 1 (MTCO2 eq)</th></tr><tr><td>FY 2022-23</td><td>22</td></tr></table>	FY 2023-24	14	FY 2022-23	22	Year	Scope 1 (MTCO2 eq)	FY 2022-23	22
FY 2023-24	14									
FY 2022-23	22									
Year	Scope 1 (MTCO2 eq)									
FY 2022-23	22									

		<table><tr><td>FY 2023-24</td><td>14</td></tr></table>	FY 2023-24	14										
FY 2023-24	14													
GRI 305-02	Energy indirect (Scope 2) GHG emissions	<div><p>Scope 2 (MTCO2 eq)</p><table><tr><th>Year</th><th>Scope 2 (MTCO2 eq)</th></tr><tr><td>FY 2022-23</td><td>475.01</td></tr><tr><td>FY 2023-24</td><td>555.91</td></tr></table></div> <p>From our 5 assets we have operational control over 1 asset and remaining assets are under Tenant control. So, we are considering emissions for which we have operational control.</p> <table><tr><th>Year</th><th>Scope 2 (MTCO2 eq)</th></tr><tr><td>FY 2022-23</td><td>475.01</td></tr><tr><td>FY 2023-24</td><td>555.91</td></tr></table>	Year	Scope 2 (MTCO2 eq)	FY 2022-23	475.01	FY 2023-24	555.91	Year	Scope 2 (MTCO2 eq)	FY 2022-23	475.01	FY 2023-24	555.91
Year	Scope 2 (MTCO2 eq)													
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FY 2023-24	555.91													
Year	Scope 2 (MTCO2 eq)													
FY 2022-23	475.01													
FY 2023-24	555.91													
GRI 305-03	Other indirect (Scope 3) GHG emissions	Currently we are not recording our Scope 3 emissions, going forward we will record scope 3 emissions.												
GRI 305-04	GHG emissions intensity	<div><p>Intensity (MT Co2eq/ Sq.ft)</p><table><tr><th>Year</th><th>Intensity (MT Co2eq/ Sq.ft)</th></tr><tr><td>FY 2022-23</td><td>0.00129</td></tr><tr><td>FY 2023-24</td><td>0.00148</td></tr></table></div> <p>We have seen an increase in our emission intensity due to our increase in operations.</p> <table><tr><th>Year</th><th>Intensity (MT Co2eq/ Sq.ft)</th></tr><tr><td>FY 2022-23</td><td>0.00129</td></tr><tr><td>FY 2023-24</td><td>0.00148</td></tr></table>	Year	Intensity (MT Co2eq/ Sq.ft)	FY 2022-23	0.00129	FY 2023-24	0.00148	Year	Intensity (MT Co2eq/ Sq.ft)	FY 2022-23	0.00129	FY 2023-24	0.00148
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FY 2023-24	0.00148													
Year	Intensity (MT Co2eq/ Sq.ft)													
FY 2022-23	0.00129													
FY 2023-24	0.00148													
GRI 306-01	Waste generation and significant waste-related impacts	We adhere to all legal regulations for waste generation and disposal. Our major wastes, which are non-hazardous, include canteen waste and packaging materials.												
GRI 306-02	Management of significant waste-related impacts	We are committed to ensuring that all waste is managed responsibly by sending it to authorized vendors for disposal, recycling, or reuse. A key goal for us in the coming years is to achieve zero waste to landfill. Specifically, we handle canteen waste by sending it for composting, transforming it into valuable organic material. Through these efforts, we aim to minimize our environmental footprint and promote sustainable waste management practices.												

GRI 306-03	Waste generated	Year	Hazardous waste (MT)	Non-hazardous waste (MT)
		FY 2022-23	0.90	3,593.31
		FY 2023-24	14.35	2,875.82
GRI 306-04	Waste diverted from disposal	We send food waste for composting, and paper and plastic waste for recycling after segregation. Wood waste is directed to wood pallet manufacturing units for reuse. All our waste is managed through authorized vendors. Moving forward, we plan to achieve zero waste to landfill by diverting 100% of our waste through these sustainable practices.		
GRI 306-05	Waste directed to disposal	We ensure our waste disposal complies with all regulatory norms by utilizing authorized vendors.		
GRI 307-01	Non-compliance with environmental laws and regulations	No Cases of non-compliance recorded.		
GRI 308-01	New suppliers that were screened using environmental criteria	As part of our commitment to environmental stewardship and sustainable operations, we are currently in the process of integrating Environmental, Social, and Governance (ESG) criteria into our supplier assessment protocols. While we have not yet fully implemented these criteria, our goal is to ensure that all new suppliers undergo a thorough environmental screening process by the next reporting cycle. This initiative reflects our dedication to upholding high environmental standards across our supply chain and is a critical component of our broader sustainability strategy. By embedding ESG considerations into our supplier selection process, we aim to promote environmentally responsible practices that align with our corporate values and environmental commitments.		
GRI 308-02	Negative environmental impacts in the supply chain and actions taken	While no negative impacts have been reported, we remain vigilant and committed to continuous improvement. Our approach includes regular reviews of our supply chain operations, enhancing our assessment processes, and maintaining open communication with our suppliers to address any potential environmental issues proactively. We are dedicated to minimizing our environmental footprint and supporting our suppliers in their efforts to operate sustainably.		

GRI 400: Social Indicators

GRI Indicators	Parameters	Our Response
GRI 401-01	New employee hires and employee turnover	In the current reporting year, we recorded two resignations of employees and one new hire into the workforce.
GRI 401-02	Benefits provided to full-time employees that are not provided	In FY 2023-24, our commitment to supporting the well-being and security of our employees is reflected through a comprehensive benefits package that prioritizes both health and family. We offer an extensive healthcare plan with a sum insured of INR 10,00,000 to ensure our employees have

	to temporary or part-time employees	access to quality medical care without financial burden. Additionally, we support our employees' family needs with six months of maternity leave and five days of paternity leave, fostering a supportive environment for new parents. While life insurance and disability coverage are not currently provided, our internal benefits such as gratuity for retirement and various reimbursements for professional development and work-related expenses illustrate our ongoing commitment to the overall welfare and financial security of our team. This approach not only aligns with our internal values but also strengthens our dedication to fostering an inclusive and supportive workplace as part of our broader ESG commitments.
GRI 401-03	Parental leave	Within the organisation, there was only one employee who took parental leave hence the return to work and retention rates are 100%. The policy however extends to all employees within the firm.
GRI 402-01	Minimum notice periods regarding operational changes	We do not have such policies that are in place specifically for this type of situation, although there is a 3 month notice period to be served by the employees undergoing operational changes.
GRI 403-01	Occupational health and safety management system	X Industrial Park has a comprehensive approach to maintaining a safe working environment. Employees receive regular training and access to appropriate personal protective equipment (PPE). Emergency response plans and health and wellbeing programs are in place, while monitoring systems track compliance and incidents. Continuous improvement and employee involvement are prioritized to ensure ongoing effectiveness and adherence to legal and regulatory standards.
GRI 403-02	Hazard identification, risk assessment and incident investigation	Hazard identification, risk assessment, and incident investigation are integral components of a comprehensive safety management system in X industrial park. The process begins with systematically identifying potential hazards in the workplace, followed by assessing the risks associated with these hazards to determine their likelihood and potential impact. Mitigation measures are then implemented to manage and reduce these risks. When incidents occur, thorough investigations are conducted to identify root causes and prevent recurrence. This approach ensures a proactive stance on safety, enhances risk management, and promotes continuous improvement in the workplace.
GRI 403-03	Occupational health services	<p>We identify the health and safety of our employees, contractors, customers, and community, both mental and physical, as of prime importance. To this end, we will:</p> <ul style="list-style-type: none"> • Conduct awareness programs and training on Occupational Health and Safety. • Provide a safe working environment for our employees and contractors through measures such as proper allocation of Personal Protective Equipment (PPE). • Offer programs and policies that support the well-being of our employees beyond occupational health issues. • Include health and safety considerations in our contractor and supplier selection processes and embed these priorities within our code of conduct.

GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Our organization prioritizes active engagement with our employees on matters of occupational health and safety. We facilitate regular consultations and foster open communication channels that empower employees to participate in safety dialogues and contribute to the decision-making processes that affect their work environment. This participatory approach ensures that workers are not only informed but are also key stakeholders in our health and safety protocols.
GRI 403-5	Worker training on occupational health and safety	To ensure a safe working environment, our organization conducts comprehensive training programs aimed at educating our workforce on occupational health and safety practices. These training sessions are mandatory and tailored to address the specific risks associated with various job roles. We continuously update our training content to reflect new regulations and emerging best practices, reinforcing our commitment to maintaining a safe workplace.
GRI 403-06	Promotion of worker health	We believe that a healthy workforce is foundational to productive business operations. Our health promotion initiatives include regular health screenings, wellness programs, and access to fitness facilities. We also offer mental health support and programs to enhance work-life balance, recognizing that worker health extends beyond physical well-being.
GRI 403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our commitment to occupational health and safety extends throughout our supply chain. We work closely with our business partners to ensure that they adhere to similar health and safety standards as our own. Through audits, training, and collaborative initiatives, we aim to mitigate any health and safety risks that could be directly linked to our business relationships.
GRI 403-08	Workers covered by an occupational health and safety management system	Our occupational health and safety management system is designed to comprehensively protect all employees, regardless of their employment type or location. This system includes risk assessments, emergency response procedures, and regular safety reviews. By covering all workers, we ensure that our health and safety practices are inclusive and effective, meeting both international standards and local regulatory requirements.
GRI 403-09	Work-related injuries	Zero Work related injuries were recorded in FY2023-24
GRI 403-10	Work-related ill health	Zero Work related ill-health cases were recorded in FY2023-24
GRI 404-01	Average hours of training per year per employee	We have no specific mandated training policies in place however the firm believes in skill enhancement therefore supports the employee to its maximum scope of operability in terms of any such endeavours.
GRI 404-02	Programmes for upgrading employee skills and transition assistance programmes	In FY 2023-24, while our organization does not have specific mandated training policies, we strongly emphasize skill enhancement and actively support our employees in reaching their full potential. This commitment is rooted in our belief that continuous personal and professional development is crucial for both individual and organizational success. We encourage our employees to pursue skill enhancement through various informal and on-the-job training opportunities tailored to their specific roles and career aspirations.

		<p>Regarding transition assistance, our firm has implemented effective handover policies to ensure smooth transitions when employees exit the organization. These policies require departing employees to conduct detailed knowledge transfer sessions. This process not only helps in retaining critical organizational knowledge but also supports the incoming employees by providing them with the necessary tools and information to succeed in their new roles.</p>
GRI 404-03	Percentage of employees receiving regular performance and career development reviews	<p>In FY 2023-24, our organization achieved a 100% completion rate for regular performance and career development reviews across all employee categories, irrespective of their contractual status or management level. This comprehensive coverage ensures that every team member, from senior management to junior roles and across functional areas like finance and site management, receives equitable development opportunities and performance feedback.</p> <p>In line with our commitment to continuous improvement and robust data management, we have also enhanced our systems to support more detailed and accurate record-keeping. This includes the implementation of both manual and digital log-keeping for all employee data and the mobilization of HRM software in 2022, which together strengthen our infrastructure for future reporting and improve our ability to track career progression and training impacts effectively. These advancements in our HR processes underscore our dedication to maintaining transparency and fostering professional growth within our workforce.</p>
GRI 405-1	Diversity of governance bodies and employees	<p>As of March 31, 2024, our committee comprises five members, reflecting a blend of experience and expertise vital for effective governance. The age distribution within the committee sees 40% of the members falling within the 30-50 years age group and 60% above 50 years, indicating a mature and experienced leadership team. However, it is notable that all members of the committee are male. Currently, there are no members under 30 years or female members, highlighting a potential opportunity for increasing diversity in future appointments to better reflect a broader range of perspectives and experiences. This demographic composition underscores our current governance structure and points towards areas for potential growth in diversity and inclusion strategies.</p>
GRI 405-2	Ratio of basic salary and remuneration of women to men	<p>We believe in fair and equitable compensation for our employees. To this extent, we will:</p> <ul style="list-style-type: none"> • Ensure compliance with laws, regulations, and industry standards on employee remuneration, including minimum wage, overtime compensation, and statutory benefits, while maintaining pay parity irrespective of gender, race, or any other legally protected categories. • Offer competitive compensation packages that align with industry standards and local market conditions and conduct regular salary reviews to ensure competitiveness and reflect employee contributions and market value.

		<ul style="list-style-type: none">Provide clear and timely information about salary structures, performance evaluations, and compensation adjustments. <table><tr><th>Employee Category</th><th>Average Basic Salary of Men (Rs)</th><th>Average Basic Salary of Women (Rs.)</th><th>Average Remuneration of Men (Rs)</th><th>Average Remuneration of Women (Rs)</th></tr><tr><td>AVP Finance</td><td>-</td><td>15,00,000.00</td><td>-</td><td>30,00,000.00</td></tr><tr><td>Financial Controller</td><td>19,99,932.00</td><td>-</td><td>39,99,984.00</td><td>-</td></tr><tr><td>Business Analyst</td><td>-</td><td>6,75,000.00</td><td>-</td><td>13,50,000.00</td></tr><tr><td>Research Analyst</td><td>1,50,000.00</td><td>-</td><td>3,00,000.00</td><td>-</td></tr><tr><td>Site Manager</td><td>5,40,000.00</td><td>-</td><td>10,80,000.00</td><td>-</td></tr></table> <p>* All amounts are computed as per yearly payments</p>	Employee Category	Average Basic Salary of Men (Rs)	Average Basic Salary of Women (Rs.)	Average Remuneration of Men (Rs)	Average Remuneration of Women (Rs)	AVP Finance	-	15,00,000.00	-	30,00,000.00	Financial Controller	19,99,932.00	-	39,99,984.00	-	Business Analyst	-	6,75,000.00	-	13,50,000.00	Research Analyst	1,50,000.00	-	3,00,000.00	-	Site Manager	5,40,000.00	-	10,80,000.00	-
Employee Category	Average Basic Salary of Men (Rs)	Average Basic Salary of Women (Rs.)	Average Remuneration of Men (Rs)	Average Remuneration of Women (Rs)																												
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Business Analyst	-	6,75,000.00	-	13,50,000.00																												
Research Analyst	1,50,000.00	-	3,00,000.00	-																												
Site Manager	5,40,000.00	-	10,80,000.00	-																												
GRI 406-1	Incidents of discrimination and corrective actions taken	Throughout the reporting period from FY 2023-24, our organization has not reported any incidents of discrimination. This indicates our success in fostering an inclusive and equitable workplace environment, supported by robust policies and a culture that discourages discrimination in any form.																														
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	For FY 2023-24, there were no reported risks or violations concerning the right to freedom of association and collective bargaining within our operations. This is consistent with our commitment to respecting employee rights to organize and negotiate collectively, which is fundamental to our operational ethos.																														
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	There have been no incidents or risks related to child labour or young workers exposed to hazardous work reported in FY 2023-24. We adhere strictly to local and international labour laws that prohibit child labour and ensure safe working conditions for all employees, including young workers.																														
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Similar to our stance on child labour, there have been no incidents of forced or compulsory labour reported within our supply chain or operations for FY 2023-24. Our due diligence processes and supplier audits are designed to prevent such practices and ensure compliance with ethical labour standards.																														
GRI 410-1	Security personnel trained in human rights policies or procedures	As of FY 2023-24, there is no available data on the percentage of security personnel who have received formal training in human rights policies. Moving forward, enhancing training programs for all security personnel, including those provided by third-party organizations, remains a priority to ensure they are well-versed in human rights and the ethical conduct expected within their roles.																														

GRI 411-1	Incidents of violations involving rights of indigenous peoples	There have been no violations involving the rights of indigenous peoples reported during the period covered by the report. This outcome reflects our vigilant approach to respecting the rights and territories of indigenous communities, particularly in regions where our operations might intersect with indigenous lands.
GRI 413-01	Operations with local community engagement, impact assessments and development programmes	We are in the leasing business and do not directly engage in any local community development programs or impact assessments. In line with statutory guidelines as per Companies Act 2013, we contribute towards the education sector as part of our CSR initiatives.
GRI 413-02	Operations with significant actual and potential negative impacts on local communities	No such negative impact was caused due to the company's operations.
GRI 414-01	New suppliers that were screened using social criteria	While currently, our organization has not established formal procedures for screening new suppliers based on social criteria, we recognize the importance of such measures in promoting sustainable and ethical business practices. Moving forward, we plan to develop and implement a comprehensive supplier screening process that incorporates social criteria, including labour practices, human rights, community engagement, and impact on local societies. This initiative will not only enhance our supply chain sustainability but also align with our commitment to social responsibility and ethical business operations.
GRI 414-02	Negative social impacts in the supply chain and actions taken	To date, our company has not recorded any specific negative social impacts within our supply chain that necessitate corrective actions. However, we are committed to proactive management of potential social risks associated with our supply chain activities. We plan to establish mechanisms for identifying, monitoring, and addressing any negative social impacts. These will include regular audits, stakeholder engagement sessions, and the integration of feedback mechanisms into our supply chain management practices. By doing so, we aim to not only prevent negative social impacts but also ensure rapid and effective responses to any issues that may arise.
GRI 415-01	Political contributions	In alignment with our commitment to transparency and ethical conduct, our organization has maintained a clear stance on political contributions. Over the fiscal year 2023-2024, we have not made any direct or indirect monetary or in-kind political contributions. This policy underscores our dedication to political neutrality and ensures that our resources are focused solely on delivering value to our stakeholders without the influence of political spending. We believe this approach not only fosters trust and integrity in our operations but also aligns with our broader goals of sustainable and responsible business practices. Our ongoing commitment to non-involvement in political contributions supports our vision of upholding the highest standards of corporate governance and public accountability.

GRI 416-01	Assessment of the health and safety impacts of product and service categories	In our capacity as a leasing business focusing on real estate, our direct impact on customer health and safety is inherently limited as we do not provide direct services typically associated with assessments for health and safety improvements. Our tenants, who manage their respective operations within the leased properties, are responsible for implementing and maintaining their own health and safety standards in accordance with local laws and their operational policies. However, we ensure compliance with all environmental and safety regulations through stringent requirements explicitly outlined in our lease agreements. This ensures that while the direct assessment of health and safety impacts does not apply to our business model, our commitment to upholding high standards of safety and environmental responsibility indirectly influences the health and safety protocols adhered to within our properties.
GRI 416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>Through 2023-24, our organization has maintained a record of strict compliance regarding the health and safety regulations applicable to our services. We have had no incidents of non-compliance with regulations or voluntary codes that resulted in fines, penalties, or warnings. This achievement underscores our commitment to operating not only within the legal framework but also according to best practices for health and safety.</p> <p>Our proactive approach includes regular audits, continuous employee training, and adherence to stringent internal standards, all of which contribute to our exemplary compliance record. We remain dedicated to upholding these high standards to ensure the well-being of our customers and employees and to prevent any negative impacts associated with our operations.</p>
GRI 417-01	Requirements for product and service information and labelling	<p>In the fiscal year 2023-24, our company, operating primarily in the leasing sector, did not engage in activities that require the standard marketing and labelling practices applicable to products and services with direct consumer use. As landlords, our role involves overseeing property leases without direct involvement in the daily operations of our tenants. Consequently, the aspects typically covered under marketing and labelling regulations, such as the sourcing of product components, content related to environmental or social impacts, safe usage, and disposal, do not apply directly to our operations.</p> <p>However, we ensure that all leasing agreements strictly mandate our tenants to comply with environmental regulations and safety standards relevant to their operations. These stipulations are clearly outlined in our lease deeds, affirming our commitment to upholding high standards of environmental responsibility and safety indirectly through our tenants.</p>
GRI 417-02	Incidents of non-compliance concerning product and service information and labelling	Throughout the fiscal year 2023-2024, our company has maintained full compliance with all applicable regulations and voluntary codes concerning product and service information and labelling. We have recorded no incidents of non-compliance that resulted in fines, warnings, or violations of voluntary codes.

GRI 417-03	Incidents of non-compliance concerning marketing communications	Throughout fiscal year 2023-2024, our organization has not encountered any incidents of non-compliance with regulations or voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.
GRI 418-03	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our role as a landlord in the leasing business does not directly involve the handling or processing of sensitive customer data, as these responsibilities fall to our tenants who manage their own operations. Consequently, there have been no substantiated complaints regarding breaches of customer privacy or losses of customer data attributed directly to our management throughout fiscal year 2023-2024. This underscores our commitment to privacy and the robustness of our operational model, which inherently minimizes our exposure to risks associated with customer data privacy. We continue to ensure that our tenants comply with all relevant environmental and privacy regulations as stipulated in our lease agreements, further supporting the safeguarding of tenant and customer data indirectly through contractual obligations.
GRI 419-01	Non-compliance with laws and regulations in the social and economic area	No such Non-Compliance has been recorded.

Reporting Boundaries and Methodologies

Scope of Report

This ESG report covers all operations under the management of Xander Industrial Parks for the financial year April 1, 2023, to March 31, 2024. It encompasses Bagnan, Vessel, Cella, Hecate directly managed by our teams across India. This document includes data from business units deemed material to our operations and significant to our stakeholders.

Methodologies

The methodologies used in this report are consistent with the Global Reporting Initiative (GRI) Standards, which ensure reliability and comparability:

- **Data Collection:** Data is collected through our comprehensive management systems across operational departments including real estate management, safety, human resources, and environmental management.
- **Data Verification:** Internal audits are conducted quarterly to validate data accuracy and completeness, with cross-verification across departments to ensure integrity.
- **External Verification:** While this report is not externally assured currently, we are evaluating partnerships with third-party auditors for future reports to enhance transparency and credibility.
- **Boundary Setting:** Our reporting includes all direct operations and leased properties where Xander Industrial Parks maintains operational control. We note indirect impacts related to the supply chain but focus primarily on direct operational impacts.
- **Impact Assessment:** Standard environmental and social impact assessments are utilized to evaluate our operational impacts, including assessments of carbon footprint, water usage, waste management, and community impacts.

Alignment with UN SDGs

Our ESG initiatives and reporting are aligned with the United Nations Sustainable Development Goals to support global efforts in addressing key sustainability challenges. We specifically contribute to goals on sustainable cities and communities, responsible consumption and production, and climate action. Each relevant SDG is referenced in the report sections pertaining to specific projects and initiatives.

Reporting Standards

We adhere to GRI standards to align our reporting with global best practices in sustainability reporting. The GRI disclosures selected are particularly relevant to the industrial real estate sector and our operational impacts.

Continuous Improvement

We continuously review and refine our reporting methodologies to meet evolving challenges and stakeholder expectations. Our commitment to enhancing the scope and accuracy of our ESG data is ongoing, aiming for greater transparency and robustness in each reporting cycle.