



SASB REPORT 2024

About

At Raymond, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders, our progress on Environmental, Social and Governance performance. We value transparency as it serves as a cornerstone for both our organization and our stakeholders, fostering accountability and building trust, and we view this SASB report as a significant stride in that direction. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business.

Scope

The Disclosures under this SASB report are for the period April 1, 2023, to March 31, 2024, unless specified otherwise.

SASB Alignment

The SASB reporting Standards identify the sustainability-related issues most relevant to investor decision-making spanning across 77 industries. Each SASB Standard defines a minimum set of ESG-related topics that SASB considers reasonably likely to affect a company's long-term performance based on the industry it operates within. For Raymond Limited, the most relevant industry group is the Home Builder (IF-HB) industry as also identified by SASB through its Sustainable Industry Classification System (SICS).

SASB CODE	ACCOUNTING METRIC	RESPONSE
Land Use & Ecological Impacts		
IF-HB-160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	Approximately 3 acres are currently under redevelopment, but no homes have been delivered yet as the site is still in the demolition/excavation phase.
IF-HB-160a.2	Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress	<p>Raymond operates in regions where water stress is not a concern, and operation/site falls in areas with low water stress baseline area. There are no significant impacts related to water scarcity in the operations</p> <p>Raymond has not delivered any lots or homes in regions categorized under High or Extremely High Baseline Water Stress during the reporting period.</p>
IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations	There have been no monetary losses because of legal proceedings associated with environmental regulations. The company has not faced any legal cases or incurred any financial penalties, fines, or other losses related to environmental compliance. Company adheres to all relevant environmental laws and regulations, ensuring that its operations are in strict compliance to prevent any potential legal or financial implications.
IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design and site development and construction	Raymond prioritizes environmental considerations throughout site selection, design, and construction by assessing ecological sensitivity, reducing ecological impacts, and adopting sustainable practices such as tree plantation to compensate for trees removed during construction, solar panels on sites, Sewage Treatment Plants, etc. Site selection includes evaluating greenfield, greyfield, and brownfield sites. The company ensures effective waste management and environmental standards and policies.

Workforce Health & Safety		
IF-HB-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	<p>1. Total Recordable Incident Rate (TRIR): Raymond Ltd is committed to ensuring a safe working environment for all employees and subcontractors. There have been no recorded incidents to date. As a result, our Total Recordable Incident Rate (TRIR) for the reporting period is Nil.</p> <p>2. Fatality Rate:</p> <ul style="list-style-type: none"> ➤ (a) Direct Employees: Raymond Ltd has zero fatalities among direct employees during the reporting period. We maintain strict adherence to health and safety protocols to minimize risk and ensure the safety of our team members. ➤ (b) Contract Employees: Similarly, there have been no fatalities among contract employees during the same period. <p>Raymond Ltd has a comprehensive health and safety policy in place that is strictly followed by all employees, including contract staff. Health and safety training is provided to all employees, including direct and contract workers, to ensure they are well-prepared to identify potential hazards and respond effectively to emergencies.</p>
Design for Resource Efficiency		
IF-HB-410a.1	(1) Number of homes that obtained a certified residential energy efficiency rating and (2) average rating	Raymond is currently in discussions to obtain a certified BEE (Bureau of Energy Efficiency) rating for its site/operations, with the aim of achieving this certification in FY 2025. As of now, the company has not yet obtained an official energy efficiency rating. Therefore, the number of homes that have received a certified residential energy efficiency rating and the average rating are not applicable to Raymond.

		<p>Company is committed to improving its energy efficiency and sustainability practices and plans to get the BEE rating in FY 2025 as part of its broader environmental goals.</p>
<p>IF-HB-410a.3</p>	<p>Number of homes delivered certified to a third-party multi-attribute green building standard</p>	<p>Raymond Ltd. is actively progressing toward obtaining IGBC (Indian Green Building Council) certification, working diligently to complete the certification process and expects to achieve by the end of FY 2024. The company is focused on delivering homes that meet third-party multi-attribute green building standards.</p>
<p>IF-HB-410a.4</p>	<p>Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers</p>	<p>Risks:</p> <ol style="list-style-type: none"> High Initial Costs: The use of premium materials and advanced technologies associated with resource-efficient homes results in higher upfront costs, potentially limiting affordability for some customers. Less Available Materials: Sourcing sustainable materials can lead to supply chain challenges, which might delay projects or increase costs. Misconceptions Among Customers: There is a risk that resource-efficient homes may be perceived as too expensive or unattractive, which could deter potential buyers. <p>Opportunities:</p> <ol style="list-style-type: none"> Cost Savings for Buyers: Resource-efficient homes can help homeowners save on long-term energy and water bills, leading to greater customer satisfaction. Brand Leadership: By incorporating sustainable practices, Raymond Realty can establish itself as a leader in the innovative and eco-friendly real estate market. Government Incentives: Green projects are eligible for various government incentives, such as tax benefits and rebates, which can make these homes more affordable for buyers. Market Appeal: The increasing demand for eco-friendly homes presents an opportunity to attract eco-conscious buyers, leading to potentially higher sales and enhanced brand reputation.

		<p>Communicating Benefits to Raymond Realty Customers:</p> <ol style="list-style-type: none"> 1. Cost Savings Story: Sharing real-life examples and case studies of energy and water savings from previous projects can help demonstrate the financial benefits of resource-efficient homes. 2. Certifications: Highlighting green building certifications such as LEED or IGBC can add credibility to the sustainable features of the homes and reassure potential buyers. 3. Visible Show-and-Tell: Sales offices can incorporate interactive models and dashboards that visually demonstrate the efficiency benefits of resource-efficient homes, helping customers better understand the advantages. 4. Engaging Customers: Hosting webinars, tours, and onsite visits focused on sustainable living can provide an immersive experience for customers, educating them on the long-term value of resource-efficient homes. 5. Selling: Leveraging social media and digital campaigns to showcase both the environmental and financial benefits of these homes will help reach a wider audience and communicate the value proposition effectively.
<p>Community Impacts of New Developments</p>		
<p>IF-HB-410b.1</p>	<p>Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions</p>	<p>Raymond focuses on locations that are well-connected by major roads, public transportation, and alternative transportation options to ensure convenient access for residents, and commercial businesses.</p> <p>When evaluating a site, Raymond considers the adequacy of existing infrastructure, including the quality of road networks, availability of public transport, and the capacity of electricity and water systems. This helps to ensure that the site can support the necessary operations and accommodate future growth.</p> <p>Access to essential services such as commercial areas, healthcare, and educational facilities is also a priority. Raymond assesses how close the site is to these services and evaluates the transportation options available to facilitate easy access. The convenience, affordability, and effectiveness of transportation options are key factors in making sure the site is well-positioned to meet the needs of future residents or commercial occupants.</p>

		Additionally, the company considers regional infrastructure development plans, making sure that the selected location is aligned with future expansion projects. This approach ensures that the site will continue to benefit from improving connectivity and resources, further enhancing its attractiveness and long-term viability.
IF-HB-410b.2	Number of (1) lots and (2) homes delivered on infill sites	During the reporting period, Raymond did not deliver any lots or homes on infill sites. Therefore, the number of lots and homes delivered on infill sites is nil.
IF-HB-410b.3	(1) Number of homes delivered in compact developments and (2) average density	During the reporting period, the organization did not deliver any homes in compact developments, and therefore, the average density is reported as nil.
Climate Change Adaptation		
IF-HB-420a.1	Number of lots located in 100-year flood zones	The number of lots located in 100-year flood zones is approximately 29.31 acres, which are prone to pluvial flooding
IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Raymond is considering carrying out a detailed climate risk exposure analysis to the potential risks and opportunities related to climate change. This assessment will likely include factors such as water availability, extreme weather events, shifting regulations, and the impact on local economies
Activity Metric		
IF-HB-000.A	Number of controlled lots	6 projects with area of 29.31 acres approx.
IF-HB-000.B	Number of homes delivered	1382 homes delivered