

Biodiversity Policy

Policy Ownership & Management		
Issuer	Owner	Approver
Sustainability Head	Sustainability Head	Director Finance, Group CFO Strategy & CPO Head

Version	Issued Date	Effective From Date	Brief description of Change / Review
1.	01-03-2025	01-03-2025	First release

1. Purpose

The Convention on Biological Diversity (CBD) defines biodiversity as the variety of life forms, from genetic variations to species diversity, that form the ecosystems underpinning our planet's ability to support life. The CBD's Kunming-Montreal Global Biodiversity Framework (GBF), adopted by 196 countries at the UN Biodiversity Conference (COP15) in December 2022, sets ambitious goals and targets for the signatory countries to be achieved by 2030, envisioning a future where biodiversity is valued, conserved, restored, and used wisely by 2050.

We at Oberoi Realty strongly believe that conserving biodiversity and ecosystems is essential for long term sustainability. As a cornerstone of our commitment to sustainable development, we are committed to integrate biodiversity management into operational decision-making. We shall strive to aligning our actions with the targets and goals of Global Biodiversity Framework (GBF).

This policy aims to integrate the conservation and management of biodiversity into our business strategy, establishing principles for developing a sustainable business model that positively interacts with nature.

2. Scope and Applicability

This policy is applicable to all stakeholders (internal & external) associated with ORL or any its subsidiaries across all its operations.

3. Our Commitment

For effective implementation of the policy, we shall:

- Comply with local, regional, and national legal requirements on land management, biodiversity conservation and other biodiversity-related laws and regulations.
- Avoid operations in Critical Habitats and Ecologically Sensitive Areas
- Conduct biodiversity risk assessment at our priority sites and develop a Biodiversity Management Plan, wherever necessary, by adopting the principle of mitigation hierarchy.
- Maintain and enhance biodiversity in our projects to protect natural habitats and green spaces.
- Encourage afforestation initiatives and commit to implement No Net Deforestation at company level operations.
- Avoid the introduction of any new potentially invasive, non-native species and seek to eradicate existing invasive species within all our operational sites.
- Strive to achieve No Net Loss of biodiversity and Net Biodiversity Gain at our priority sites.
- Measure, monitor, review and report biodiversity performance against measurable biodiversity objectives on a periodic basis to drive continuous improvement and ensure ongoing management of biodiversity is integrated into business needs and operations.
- Collaborate with relevant stakeholders and actively engage with government and industrial associations on biodiversity issues.
- Engage with biodiversity experts to spearhead the implementation of the Biodiversity Policy.
- Collaborate with local stakeholders and communities to enhance our biodiversity knowledge.
- Foster awareness of biodiversity and conservation issues among our employees, customers, suppliers, and other stakeholders.

4. Grievance Mechanism

In case of any grievance with regards to the policy principles, that stakeholders may have, they are encouraged to reach out to esg@oberoirealty.com

5. Frequency of review of policy

The policy shall be reviewed on an annual basis (or any frequency as it may deem fit) to maintain the efficacy of the engagement with our internal and external stakeholders.

Chintan Sanghavi

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