

Roadmap 2025

IC&IC

Material issues (clusters)	Long term - Business Goal	Unit of measurement	2020-21	2021-22	2022-23	2023-24	2024-25	Functions	Alignment with Strategic objectives
Economic Performance			As per BSC	As per BSC	As per BSC	As per BSC	As per BSC	Strategy	Increased operational throughput & effectiveness
1. Institutionalise Green Supply Chain Management (Material Issue and Financial Impact)									
Supply Chain	Reduce by 20% emissions due to materials by 2033 (aligned to SBT targets)- Same as Residential	% of total procurement by cost (400 km radius)	<ul style="list-style-type: none"> 55% of the total building materials (by cost) 	<ul style="list-style-type: none"> 60% of the total building materials (by cost) 	<ul style="list-style-type: none"> 65% of the total building materials (by cost) 	<ul style="list-style-type: none"> 70% of the total building materials (by cost) 	<ul style="list-style-type: none"> 75% of total building materials (by cost) 	<ul style="list-style-type: none"> Accountability Contracts & procurement Corporate Sustainability 	<ul style="list-style-type: none"> These targets are aligned with Group TMW. It is advisable to align it with MLDL's strategic objectives as included in the annual report
		% of orders that include sustainability criteria	<ul style="list-style-type: none"> Sust criteria weightage 10% in pre-qualification of suppliers 	<ul style="list-style-type: none"> Sust criteria weightage 15% in pre-qualification of suppliers 	<ul style="list-style-type: none"> Sust criteria weightage 15% in pre-qualification of suppliers 	<ul style="list-style-type: none"> Sust criteria weightage 20% in pre-qualification of suppliers 	<ul style="list-style-type: none"> Sust criteria weightage 20% in prequalification of suppliers 		
		% of suppliers covered	<ul style="list-style-type: none"> Supplier Training : 40% Contractor training: 100% Suppliers self-assessment and code of conduct sensitisation 	<ul style="list-style-type: none"> Supplier Training : 50% Contractor training: 100% Supplier self assessment with selected 10 suppliers and contractors 	<ul style="list-style-type: none"> Supplier Training : 60% Contractor training: 100% Supplier self assessment with selected 20 suppliers and contractors and selected audit 	<ul style="list-style-type: none"> Supplier Training : 70% Contractor training: 100 % Supplier self assessment with selected 30 suppliers and contractors and selected audit 	<ul style="list-style-type: none"> Supplier Training : 75% Contractor training: 100% Supplier Audit : Top 50 (Revenue) suppliers self-assessment and audit on sample basis 		

Supply chain targets same as Resi

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2. Governance for Sustainability (M)										
Governance and Compliance	<p>Create an organisation that is resilient To reduce business risk due to Corporate Governance issues and non compliance</p> <p>To reduce business risk due to Public Policies and explore opportunities</p>	Total % of projects covered with mitigation measures	<ul style="list-style-type: none"> 1. ESG Risk Identification, Monitoring and Mitigation plan: 100% 2. Financial impact of Climate Risks & opportunities-measuring & monitoring: 50 % 	<ul style="list-style-type: none"> 1. ESG Risk Identification, Monitoring and Mitigation plan: 100% 2. Financial impact of Climate Risks & opportunities-measuring & monitoring: 60 % 	<ul style="list-style-type: none"> 1. ESG Risk Identification, Monitoring and Mitigation plan: 100% 2. ESG risk mitigation action: 20% 3. Financial impact of Climate Risks & opportunities-measuring & monitoring: 70% 	<ul style="list-style-type: none"> 1. ESG Risk Identification, Monitoring and Mitigation plan: 100% 2. ESG risk mitigation action: 30% 3. Financial impact of Climate Risks & opportunities-measuring & monitoring: 80 % 	<ul style="list-style-type: none"> 1. ESG Risk Identification, Monitoring and Mitigation plan: 100% 2. ESG risk mitigation action: 40% 3. Financial impact of Climate Risks & opportunities-measuring & monitoring: 100 % 	<ul style="list-style-type: none"> Risk identification and monitoring, action plan by MLDL risk SPOC, Corporate Sustainability to assist with required sensitisation 	<ul style="list-style-type: none"> These targets are aligned to TCFD disclosure. (MLDL is a supporter of TCFD). It is advisable to align it with MLDL's strategic objectives as included in the annual report 	
		No of policy supported	<ul style="list-style-type: none"> Progressive as per the company set of policies(corporate policies). Collaborative program will be applicable. 						<ul style="list-style-type: none"> Sust Team/ Relevant Project Team 	<ul style="list-style-type: none"> Aligned with Corporate policies and procedures.
		% of PMS aligned to sustainability initiatives	<ul style="list-style-type: none"> BSC 15% Goal Sheet 15% 						<ul style="list-style-type: none"> Strategy 	

Material issues (clusters)	Long term - Business Goal	Unit of measurement	2020-21	2021-22	2022-23	2023-24	2024-25	Functions	Alignment with Strategic objectives
3. Rejuvenating the environment									
Environmental well-being	To reinforce our green portfolio	Achieved level of certification for individual projects.	Implement and tracking the committed strategies under Green Cities for all IC&IC projects (MWCJ, Origins AHD, Chennai)						are aligned with SHLC. It is advisable to align it with MLDL's strategic objectives as included in the annual report
	Achieve carbon neutrality by 2040, achieve SBT targets by 2033 - 63% reduction in operational emissions, 20% reduction in use phase emissions by 2033	Reduction in Scope 1 & Scope 2 emissions (in %)	<ul style="list-style-type: none"> MWCDL -14% reduction in absolute emissions with 2018 as base year MWCJL - 13% reduction in absolute emissions with 2018 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY21 as base year MWCJL - 4% reduction in absolute emissions with FY21 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY22 as base year MWCJL - 4% reduction in absolute emissions with FY22 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY 23 as base year MWCJL - 4% reduction in absolute emissions with FY 23 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY 24 as base year MWCJL - 4% reduction in absolute emissions with FY 24 as base year 	Projects	These targets are aligned with SBTi targets. It is advisable to align it with MLDL's strategic objectives as included in the annual report
		Achieve Specific emission (tco2e/acre)	<ul style="list-style-type: none"> MWCDL -14% reduction in absolute emissions with 2018 as base year MWCJL - 13% reduction in absolute emissions with 2018 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY21 as base year MWCJL - 4% reduction in absolute emissions with FY21 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY22 as base year MWCJL - 4% reduction in absolute emissions with FY22 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY 23 as base year MWCJL - 4% reduction in absolute emissions with FY 23 as base year 	<ul style="list-style-type: none"> MWCDL -5% reduction in absolute emissions with FY 24 as base year MWCJL - 4% reduction in absolute emissions with FY 24 as base year 	Projects	These targets are aligned with SBTi targets. It is advisable to align it with MLDL's strategic objectives as included in the annual report

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3. Rejuvenating the environment										
Environmental well-being	<ul style="list-style-type: none"> Achieve carbon neutrality by 2040, achieve SBT targets by 2033 - 63% reduction in operational emissions, 20% reduction in use phase emissions by 2033 	<ul style="list-style-type: none"> % reduction in Common Area water use intensity in O&M (utilisation) 	<ul style="list-style-type: none"> Target for reduction in Water use intensity needs further deliberations being proportional to Area under O&M, Increasing number of clients, Water being a Revenue model etc. We can take targets for reducing use of Water/Acre for Common area services by 5% YoY 						Projects and O&M	<ul style="list-style-type: none"> These targets are aligned with Group water positive targets. It is advisable to align it with MLDL's strategic objectives as included in the annual report
		<ul style="list-style-type: none"> % water recycled and reused (add Jaipur) 	<ul style="list-style-type: none"> MWCDL: 38% 	<ul style="list-style-type: none"> MWCDL: 40% 	<ul style="list-style-type: none"> MWCDL: 42% 	<ul style="list-style-type: none"> MWCDL: 44% 	<ul style="list-style-type: none"> MWCDL: > or = 45% 	Projects and O&M		
		<ul style="list-style-type: none"> % of sites to achieve ZWL status 	<ul style="list-style-type: none"> Developing baseline/ inventory of waste (biodegradable, non-biodegradable, hazardous waste, non-hazardous waste) ZWL MWC Chennai 	<ul style="list-style-type: none"> 50% diversion away from landfill for MWCJ 	<ul style="list-style-type: none"> ZWL certification plan for ORIGINS in place by 2023 and ZWL Jaipur 2023 			Projects and O&M	<ul style="list-style-type: none"> These targets are aligned with Group Zero Waste to Landfill targets. It is advisable to align it with MLDL's strategic objectives as included in the annual report 	

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4. Enabling Stakeholders to rise									
4.1 Customer Engagement									
Customer well-being	▪ Be recognized among the most trusted brand for customers in the markets we operate through reputable survey(s)	▪ Customer satisfaction index and CAPS	▪ As per BSC					▪ FM/CRM	▪ Customer Centricity
		▪ % of Customers reached through trainings/outreach	▪ Include Sustainability in Customer meetings	▪ 50% reached	▪ 70% reached	▪ 80% reached - conversations on collaboration initiated	▪ 100 % reached - Collaboration with Customer on sustainability project	▪ FM/Marketing Sustainability	▪ Customer Acquisition & Engagement
4.2 Employee Health, Safety and Training									
Employee well-being	▪ Ensure a safe workplace - Improved productivity through providing safe work environment	▪ Injury rate	▪ Zero					▪ Projects - Health & Safety	▪ Increased Employee Engagement
		▪ Number of training, -Offices covered	▪ As per Safety Calendar					▪ Projects - Health & Safety	▪ Increased Employee Engagement
		▪ Number of audits and inspections	▪ As per Safety Calendar					▪ Projects - Health & Safety	▪ Increased Employee Engagement

Safety targets are same as MLDL Resi

Material issues (clusters)	Long term - Business Goal	Unit of measurement	2020-21	2021-22	2022-23	2023-24	2024-25	Functions	Alignment with Strategic objectives	
4. Enabling Stakeholders to rise										
4.2 Employee Health, Safety and Training										
Employee well-being	Ensure an inclusive fair workplace	Average training hours per employee	23 hours	25 hours	30 hours	35 hours	40 hours	Human Resources	Increased Employee Engagement	
		Employee satisfaction scores - MCARES recognition score	Progressively improve the employee engagement levels - MCARES recognition score						Human Resources	Increased Employee Engagement
		Sensitization on D&I (achieved 16% diversity ratio)		40% employees	50% employees	60% employees	70% employees	Human Resources	Increased Employee Engagement	
		% Employee covered	100% Coverage on EHS, Sustainability and Climate Change	100% coverage of all Executives (specialized theme based training)				Sustainability	Increased Employee Engagement	
		% of New Employee	100% mandatory sustainability training for all new Joinees	100% mandatory sustainability training for all new Joinees				Sustainability	Increased Employee Engagement	

Same as MLDL Resi

Material issues (clusters)	Long term - Business Goal	Unit of measurement	2020-21	2021-22	2022-23	2023-24	2024-25	Functions	Alignment with Strategic objectives
4.3 Improve effectiveness of CSR									
Community well-being	Create Sustainable Communities	<ul style="list-style-type: none"> No. of people trained under skill development programmes 	<ul style="list-style-type: none"> 3750 beneficiaries supported through education and skill development programmes 	<ul style="list-style-type: none"> 4,000 beneficiaries supported through education and skill development programmes 	<ul style="list-style-type: none"> 4,500 beneficiaries supported through education and skill development programmes 	<ul style="list-style-type: none"> 4,750 beneficiaries supported through education and skill development programmes 	<ul style="list-style-type: none"> 5,000 beneficiaries supported through education and skill development programmes 	<ul style="list-style-type: none"> Human Resources And Sustainability 	<ul style="list-style-type: none"> Aligned with Companies Act
		<ul style="list-style-type: none"> No. of need assessment done during the year No. of impact assessment done during the year 	<ul style="list-style-type: none"> Conduct need assessment for more than 75% initiatives implemented during the year Conduct third party impact assessment for atleast 1 project per location 	<ul style="list-style-type: none"> Conduct need assessment for more than 80% initiatives implemented during the year Conduct third party impact assessment for atleast 2 projects per location 	<ul style="list-style-type: none"> Conduct need assessment for more than 90% initiatives implemented during the year Recommended CSR roadmap to be implemented as per the impact assessment report at least in one location 	<ul style="list-style-type: none"> Conduct need assessment for more than 100% initiatives implemented during the year Recommended CSR roadmap to be implemented as per the impact assessment report in two locations 	<ul style="list-style-type: none"> Conduct need assessment for more than 100% initiatives implemented during the year Recommended CSR roadmap to be implemented as per the impact assessment report in all locations 		
		<ul style="list-style-type: none"> No. of Employees Volunteered during the year No. of Esops Hours 	<ul style="list-style-type: none"> 10% Increase than previous year 600 hrs 	<ul style="list-style-type: none"> 15% Increase than previous year 800 hrs Align with Mahindra 7.5 hour pledge 	<ul style="list-style-type: none"> 20% Increase than previous year 1000 hrs 	<ul style="list-style-type: none"> 25% Increase than previous year 1200 hrs 	<ul style="list-style-type: none"> 30% Increase than previous year 1500 hrs 		