

ESG Performance Report

2023-24



Contents

01 Introduction

- 1.1 Message from our Founders
- 1.2 Report Profile

02 Our Business

- 2.1 About SILA
- 2.2 Business Segments
- 2.3 ESG Strategic Focus Areas

03 Environmental Protection

- 3.1 Sustainability Progress 2023 (1/2)
- 3.2 Sustainability Progress 2023 (2/2)
- 3.3 Sustainability Goals 2024 (FM)
- 3.4 Other Business Segments

04 Social Commitment

- 4.1 Diversity, Equity & Inclusion
- 4.2 Corporate Social Responsibility 2023
- 4.3 Employee Wellness
- 4.4 Client Engagement
- 4.5 Social Goals 2024

05 Corporate Governance and Structure

- 5.1 Ethics & Compliance
- 5.2 Our Business Practices

Introduction

- 1.1 Message from our Founder
- 1.2 Message from our CEO
- 1.3 Report Profile



1.1 Message from our Founders

01 Introduction

1.1 Message from our Founders

1.2 Report Profile

02 Our Business

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure



Sahil Vora
Founder

“Our journey toward sustainability is not just a corporate mission; it's a testament to the belief that businesses can be a force for positive transformation.”

The evolving landscape of the world demands a corresponding shift in business perspectives. SILA, steadfast in its commitment to values, is now focused on establishing, quantifying, and monitoring our sustainability objectives. This report signifies the initial stride toward realizing our net-zero target.

Steps towards Net Zero

A significant portion, nearly 40%, of global CO2 emissions emanates from the real estate industry. In the context of India's ongoing developmental phase, it is imperative to incorporate sustainable development goals. Efficient collection and processing of data throughout the construction lifecycle are pivotal for attaining our net-zero objective.

Embedding Diversity, Equity, and Inclusion

India's rich history is marked by diversity. Fostering a sense of ownership among all individuals, extending beyond the company itself to encompass values and targets, is our strategy for achieving net-zero. Recognizing individuals' strengths and facilitating their development through various means, including workshops, seminars, and external training programs, is integral. Each person plays a crucial role in the company's machinery.

Prioritizing Health, Well-being & Safety

"Safety first, no matter the cost" remains our unwavering motto. The vitality of our company is intricately tied to the health and safety—both physical and psychological—of our workforce. Instilling a sense of belonging to something larger than oneself, achieved through group activities and cultural celebrations, is paramount.



Rushabh Vora
Founder

“At SILA, we believe that environmental, social, and governance responsibility isn't just a checkbox; it's the guiding principle that shapes our legacy”

Looking Forward

Anticipating the future, we foresee a widespread adoption of data collection tools in workspaces. Education on the judicious use of limited resources and maximizing output from products or tools will be a focal point. Balancing the achievement of net-zero with sustained growth and a robust bottom line is the overarching aspiration we diligently strive to realize.

1.2 Report Profile

01 Introduction

1.1 Message from our Founders

1.2 Report Profile

02 Our Business

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

What is ESG reporting and the purpose of it?

Environmental, Social, and Governance (ESG) reports play a pivotal role in quantifying a company's impact on its environmental and social surroundings. This tool was conceived to assess companies, mitigating risks associated with unethical practices and safeguarding stakeholders' interests. Beyond a mere compliance measure, the ESG report serves as a window into a company's collective consciousness and management's vision. By fostering greater transparency and accountability, it not only aids in risk management but also aligns with the growing demand for ethical business practices. Ultimately, ESG reports contribute to shaping responsible corporate behaviour, fostering sustainable practices, and



About this Report:

This report is the first of its kind generated by SILA. While ESG metrics and standards are not defined yet by the Indian government, we have taken the initiative to start collecting the data and information required to assess us at an ESG level. We have taken inspiration from standards put forth by the EU and other governing bodies, having included and modified aspects that are relevant to us and the work that we do.

Scope & Boundary:

Comprehensive in scope, this report encompasses all the diverse verticals and businesses under SILA's umbrella. Our objective is to evaluate SILA's collective impact at a group level, considering the unique challenges and opportunities that arise from operating within a singular industry. By conducting this assessment, we gain valuable insights into our overarching influence and the synergies that exist across our various endeavours, enhancing our understanding of how we can contribute positively to our industry..

Reporting timeframe:

This report has been generated using workplace data, financials, and events that occurred over the past Calendar Year.



Our Business

- 2.1 About SILA
- 2.2 Business Segments
- 2.3 ESG Strategic focus areas



2.1 About SILA

01 Introduction

02 Our Business

2.1 About SILA

2.2 Business Segments

2.3 ESG Strategic focus areas

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

SILA is a Real Estate platform driven by an entrepreneurial spirit. Our businesses include Real Estate Services which offer Facility Management, Contracting Solutions, Real Estate Advisory, and Real Estate Development. We have a diverse client base in various sectors which include large Corporates, Real Estate Funds, Landowners and Developers.

Over the last decade, we have scaled efficiently, managing over 150 million square feet of assets, with over 18,000 employees pan India. The platform is backed by Norwest Venture Partners and Samara Capital Group in our Real Estate Services and Development arms, respectively. We are present in over 125 cities, with offices in key cities.

13+

Years of Experience & Expertise

20,000+

Workforce

16,000 Cr

Deals advised & monitored

Our Presence

In a span of 13 years, SILA has successfully established a pan-India presence, originating from our inaugural office in Mumbai. Currently, we boast two regional headquarters and extend our reach with dedicated staff and services available in more than 15 cities nationwide.



Our Values

Proactive: Stay ahead of the game

We embrace technology and innovation for our business model. Taking the road less travelled can often lead to success and new opportunities.

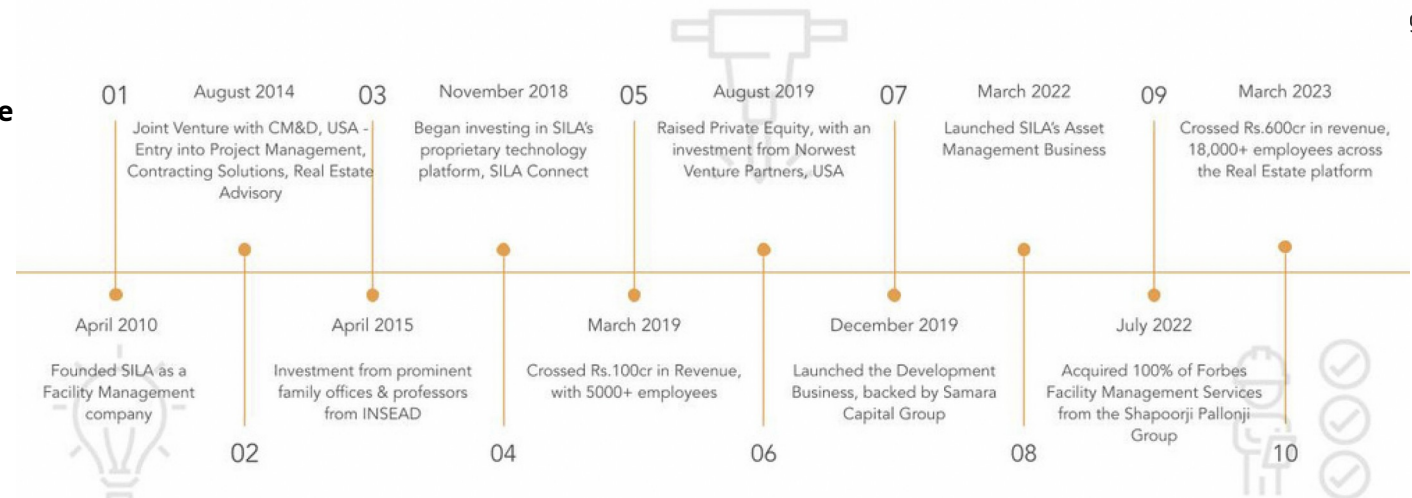
Honest: Transparency is the foundation

At the heart of our business philosophy is a commitment to goodwill. We pride ourselves on our transparent and fair dealings with all our stakeholders and take strides to deliver on our promises.

Developing Relationships: Make every interaction count

To ensure positive high-value additions to each interaction, we look at building respectful

gthen all



2.2 Business Segments

01 Introduction

02 Our Business

2.1 About SILA

2.2 Business Segments

2.3 ESG Strategic focus areas

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

1. Facility Management

Our Facility Management service team uses a combination of technology, well-engineered processes, and skilled human resources to efficiently manage Real Estate for our clients. We currently manage over 150 million square feet of Real Estate Assets across the Commercial, Industrial, Retail, Hospitality, and Residential sectors. Clients include – Piramal, JSW, and Tata to name a few.

Two keyways we differentiate ourselves is through technology and community.

FORBES FACILITY SERVICES

In 2022, SILA acquired Forbes Facilities Services (FFS) which strengthened our industry presence and added 100 million sq.ft. of real estate assets to our portfolio.



2. Contracting Solutions

Our Project Management experience strengthens our ability to provide turnkey Contracting services for projects across India. In a nutshell, we provide Contracting Solutions – Design Management and Build services for commercial offices, restaurants, hotels, and residential development projects.

3. Real Estate Advisory

We offer a comprehensive suite of project management services, including Budget Management, Quality Assurance, and Safety Evaluation, as well as pre-investment diligence and post-investment monitoring services for capital providers. With our technical due diligence services, we have facilitated over INR 16,000cr in Indian Real Estate transactions for leading global and domestic funds. Trust SILA to deliver exceptional Real Estate Advisory services that help you achieve your investment objectives.



4. Real Estate Development

Having been on the Services and Operations side of Real Estate since 2010, SILA has developed expertise in Project Planning and Execution. Using this experience, coupled with a background in Finance, we have the ingredients to develop a strong Real Estate Development Platform. SILA's Real Estate arm has a Mumbai Metropolitan Region (MMR) focused strategy and is currently constructing Residential Real Estate of over 500,000 sq. ft.



2.3 ESG strategic focus areas

01 Introduction

02 Our Business

2.1 About SILA

2.2 Business Segments

2.3 ESG Strategic focus areas

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

SILA's 2023 assessment identifies three themes that guide its strategy, constant dialogue with stakeholders and help prioritize reporting progress.

Scaling a low Carbon Future:

Scaling a low-carbon future in real estate is a paramount challenge and opportunity. As environmental concerns intensify, the industry must adopt sustainable practices, from construction to management. Implementing energy-efficient technologies, green building designs, and renewable energy sources are crucial steps. Embracing circular economy principles and reducing carbon footprints throughout the lifecycle of properties are essential. Collaboration between stakeholders, policy support, and innovative solutions will drive the industry towards a more sustainable and resilient future, ensuring that real estate contributes positively to environmental and societal well-being.



Creating equal opportunities for all:

Creating equal opportunities in the real estate sector is imperative for fostering diversity and inclusion. By dismantling barriers to entry, promoting fair hiring practices, and providing equal access to resources, the industry can become a catalyst for social change. Encouraging diversity in leadership, supporting underrepresented groups, and addressing systemic biases will enhance innovation and creativity. A more inclusive real estate sector not only benefits individuals but contributes to a robust and dynamic industry, reflective of the diverse perspectives and talents within society.

Leading with integrity to build trust:

Leading with integrity is the cornerstone of building trust in the real estate facility management sector and the broader industry. Upholding ethical standards, transparent communication, and delivering on commitments instils confidence in stakeholders. By prioritizing integrity in all aspects of operations, from service delivery to financial transactions, businesses foster enduring relationships and enhance their reputation. Integrity not only strengthens client partnerships but also contributes to the overall credibility and sustainability of the real estate sector.



Environmental Protection

- 3.1 Sustainability Progress 2023 (1/2)
- 3.2 Sustainability Progress 2023 (2/2)
- 3.3 Sustainability Goals 2024 (FM)
- 3.4 Other Business Segments



3.1 Facility Management

01 Introduction

02 Our Business

03 Environmental Protection

- 3.1 Sustainability Progress 23 (1/2)
- 3.2 Sustainability Progress 23 (2/2)
- 3.3 Sustainability Goals 2024
- 3.4 Other Business Segments

04 Social Commitment

05 Corporate Governance and Structure

Our sustainability progress so far...



Initiative #1 Water Conservation

Effective water management is a critical facet of real estate facility management, addressing environmental and operational concerns. Implementing water-efficient fixtures and promoting responsible consumption contributes to conservation efforts. Comprehensive water audits identify areas for improvement, optimizing usage. Additionally, raising awareness among facility occupants about water conservation practices fosters a culture of responsibility. By integrating these measures, SILA has not only reduced its environmental impact but also ensured operational resilience and cost efficiency.

- **Installation of E-nozzles:** Aerators reduce water flow while maintaining water pressure, resulting in significant water savings. This simple upgrade in facilities managed by SILA helps conserve resources and promotes environmental sustainability.

Aerator Water Savings:

- Hand Wash - 92% Savings
- Health Faucet- 63% Savings
- Pantry Tap/Canteen - 50% Savings



Initiative #2

Electric Energy

Electric vehicles (EVs) produce fewer greenhouse gas emissions compared to traditional internal combustion engine vehicles, contributing to reduced air pollution and mitigating climate change. They decrease reliance on fossil fuels, using electricity from diverse sources, including renewable energy such as solar or wind power.

- **EV Fleet at JSW Dolvi:** SILA helped deploy an EV fleet of 50 MG ZS for internal commuting at Dolvi's large industrial plant which likely resulted in decreased air and noise pollution, cost savings on fuel and maintenance, and improved employee well-being through a more sustainable and eco-friendly



3.2 Facility Management

01 Introduction

02 Our Business

03 Environmental Protection

3.1 Sustainability Progress 23 (1/2)

3.2 Sustainability Progress 23 (2/2)

3.3 Sustainability Goals 2024

3.4 Other Business Segments

04 Social Commitment

05 Corporate Governance and Structure

Our sustainability progress so far...

Initiative #3

Energy Efficiency

Energy audits and LED lights

Implementing advanced technologies, such as smart building systems and waste management initiatives, optimizes energy consumption. SILA proposes to its client's regular ENERGY AUDITS that help identify inefficiencies, enhance energy efficiencies to enable facilities to take proactive measures. Energy conservation practices like installation of LED lights which significantly lower operational costs by implementing a more sustainable alternative creating a win-win scenario for all.



Resource management

Plastic Waste Management at SILA

Effective plastic waste management is a priority at SILA. We implement a comprehensive approach, reducing single-use plastic consumption through sustainable alternatives. Recycling bins and awareness campaigns like Plastic Free July and upcycling consumable cans during World Environment Day have been encouraged. The success of these initiatives was due to our strategic collaboration with local recycling & upcycling facilities ensuring organised disposal and recycling of plastic waste.

Plastic waste collected: 308 Kgs
Plastic Saved: 30.5 Kgs
Co2 emissions prevented: 128.63kgs
Water saved: 7183 ltrs
Saplings Planted: 111

Go Paperless

Digital Work Orders, Inspection & Cleaning Schedules and Checklists, Visitor Management, Training Material, Equipment Manuals, Asset Management have all been digitised at SILA.



In FY 2022-23 SILA helped prevent 128.63 kgs of CO2 emissions through varied initiatives carried out

3.3 Facility Management

01 Introduction

02 Our Business

03 Environmental Protection

3.1 Sustainability Progress 23 (1/2)

3.2 Sustainability Progress 23 (2/2)

3.3 Sustainability Goals 2024

3.4 Other Business Segments

04 Social Commitment

05 Corporate Governance and Structure

Our sustainability Goals

Energy Efficiency

- **Go Paperless:** Plan is to go completely paperless by 2026 for work orders, visitor & asset management, inspection & cleaning schedules
- **Renewable Energy:** Solar energy to help by providing an alternative to traditional fossil fuels, decrease greenhouse gas emissions & combat climate change.



Water Conservation



E-nozzles: To have water saving aerators installed at 90% of the facilities we manage by 2026.



Resource Management

Helps optimize operational efficiency, reduces costs, and enhances sustainability by carefully managing resources to lower utility bills, minimize environmental impact, & ensure long-term



- **Green Cleaning:** These alternatives offer various benefits to reduce exposure to harmful chemicals, improves indoor air quality & in-turn contributes to a healthier ecosystem. SILA aims at going green by 2030 across a 100% of the facilities we manage.
- **Waste Management:** SILA aims to promote organized waste management through wet & dry segregation, E-waste refurbishment, and disposal at source. The goal is to establish a circular economy by encouraging recycling, composting, and responsible disposal, thereby reducing landfill waste.



Electric

- **Electric Vehicles & Equipment:** Electric vehicles reduce emissions and improve air quality compared to traditional vehicles. Additionally, using electric equipment minimizes noise pollution and enhances energy and manpower efficiency. Adopting these technologies allows the FM industry to promote sustainability and lower its overall carbon footprint.
- **Robots:** Robotic cleaning offers efficiency, precision, & can operate autonomously, freeing up and reducing the requirement of human resources. This integration in turn can lead to improved cleanliness and cost-effectiveness.

3.5 Other Business Segments

01 Introduction

02 Our Business

03 Environmental Protection

3.1 Sustainability Progress 23 (1/2)

3.2 Sustainability Progress 23 (2/2)

3.3 Sustainability Goals 2024

3.4 Other Business Segments

04 Social Commitment

05 Corporate Governance and Structure

Contracting Solutions:

For our contracting business, we have two main environmental goals:

1. **Go paperless by 2025** wherever possible, we aim to introduce technology and systems which not only streamline our process but also reduce paper waste
2. **Push for greener materials** by tying up with green building material vendors for specialised rates, we hope to educate our clients on the advantages of green materials and implementation of the same across our project sites.

Real Estate Advisory:

Our real estate advisory business is a consultancy business, and for such we have set goals which we believe will be a sustainable business practice as well as an environmental benefit.

1. **Minimizing Transportation:** We prioritize green vehicles to reduce travel time and transport needs. Distance limits are set for team members at sites, and green vehicles are used for rentals when possible.
2. **E-Waste Recycling:** Embracing responsible practices, we contribute to sustainability by ensuring electronics are recycled responsibly, minimizing harm to ecosystems and human health.

Real Estate Development:

We have 4 main environmental goals for our Development business:

1. Green Building certification for all our development projects – this ensures a certain standard of environmental responsibility across our development sites
2. Incorporation of green spaces in our planning and design
3. Minimisation of environmental waste and debris disposal
4. Adoption of eco-friendly material and resource management technologies





Social Commitment

- 4.1 Diversity, Equity & Inclusion
- 4.2 Corporate Social Responsibility 2023
- 4.3 Employee Wellness
- 4.4 Client Engagement
- 4.5 Social Goals 2024

4.1 Diversity, Equity & Inclusion

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

4.1 Diversity, Equity & Inclusion

4.2 CSR 2023

4.3 Employee Wellness

4.4 Client Engagement

4.5 Social Goals 2024

05 Corporate Governance and Structure

At SILA, promoting equality and supporting gender balance are among our core values which we closely practice and respect. It is the diversity available to us in a country like ours that allows us to harness the best from all four corners. Our strong support towards women empowerment has seen a steady growth with a highly beneficial employment policy where individuals of different backgrounds are valued, treated fairly and provided equal opportunities. We discard old myths about gender and are bold in our efforts to employ a gender balanced work force.

Having a diverse workforce has manifold benefits. Not only does it bring unique expertise but also promotes innovation, growth and all rounded learning.

Our DEI Journey:

1. Gender ratio

Maintaining a balanced gender ratio in hiring has been crucial at SILA to ensure we promote equal opportunities and avoid gender biases. SILA implements inclusive hiring practices to ensure equal opportunities for candidates of all genders. This helps create a more representative and equitable work environment.

2. DEI for our workforce

Intersectionality in Hiring and Retention by plotting hiring targets for marginalized groups, chinking the hiring pipeline on other segments is a key initiative taken up at SILA.

27%
Female Workforce

20,000+
Total No. of employees

73%
Male Workforce

3%
Employees from varied communities

NGO PARTNERS:

1. - Pride Circle
- - Diya Foundation
- - Enable India
- - Nazariya
- - Samarthan Trust

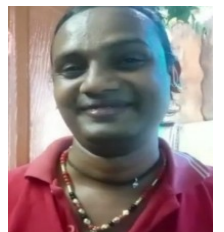
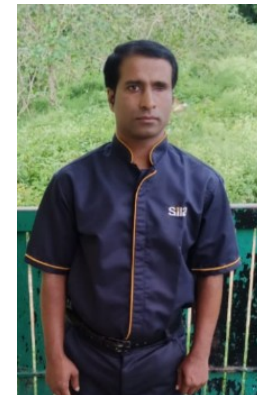
For hiring LGBTQIA, physically disabled hearing and speech impaired candidates.

3. Workforce Hiring Progress

We have for a long time stood by that there are no boundaries that divide our hiring process. The best across the country are invited to be a part of our growth. We conduct a monthly review with our leaders and Talent Acquisition Team to ensure alignment to this process.

4. Diverse Hiring

People from the LGBTQI & differently abled groups & communities bring fresh unique perspective and experiences, enriching the overall work environment at SILA. Embracing diversity has helped expand our talent pool, allowing SILA to tap into a wider range of skills and abilities and in turn contributing to a positive societal impact.



4.2 Corporate Social Responsibility 2023

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

4.1 Diversity, Equity & Inclusion

4.2 CSR 2023

4.3 Employee Wellness

4.4 Client Engagement

4.5 Social Goals 2024

05 Corporate Governance and Structure

SILA has provided 200+ scholarships to its blue collared workforce with opportunities to education



Corporate Social Responsibility involves incorporating ethical and sustainable practices into business operations while considering the impact on the environment, employees, and communities. Key elements of CSR that SILA focuses on are - Environmental Sustainability Implementing green practices, energy-efficient solutions, and waste reduction techniques. Social Impact - Undertaking initiatives that positively impact society, such as educational programs, skill development opportunities, and support for underprivileged communities. Philanthropy - Supporting charitable causes, either through direct donations or by actively participating in philanthropic initiatives that align with SILA's goals.

SILA for Change Foundation

SILA is committed towards the betterment and development of its employees & families:

Objective: To provide Primary and Graduate Education Grants to our front liners' children.

SILA provides employees the opportunity for employees to get reimbursed for the education of their children through the SILA for CHANGE Foundation.

SILA Clients can donate CSR Spend towards Educational Grants for SILA's frontline staff working at their site.

SIL A has partnered with several NGOs across the



200 +

Education Scholarships handed out

40 +

Education Scholarships handed out to beneficiaries more than once

Rs.30lac +

Benefaction to SILA employees



4.3 Employee Wellness

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

4.1 Diversity, Equity & Inclusion

4.2 CSR 2023

4.3 Employee Wellness

4.4 Client Engagement

4.5 Social Goals 2024

05 Corporate Governance and Structure

Prioritizing employee wellness at SILA has seen numerous benefits. It has helped enhance overall employee satisfaction, reduce stress, and contribute to a positive work environment. We have seen a substantial jump in improved productivity, lower absenteeism, and better morale. Additionally, it has helped attract and retain top talent, by means of us demonstrating our commitment to our employees' well-being, which is increasingly important in today's time and age.

Workshops & Camps

Workshops have helped SILA's employees focus on enhancing their technical skills, safety training and leadership & teamwork. The team-building events have fostered a collaboration and camaraderie among staff. These initiatives have helped contribute to a skilled and cohesive workforce, improving overall efficiency, employee satisfaction, and organizational success.

Rewards & Recognition

Service Excellence Awards

Award programs that recognize front liners who consistently deliver exceptional service.

Employee of the Month

The Employee of the Month program is specifically designed to recognize the dedication, reliability, and positive impact of outstanding employees in the workplace.

Peer Recognition

A peer-to-peer recognition program where front liners can nominate and acknowledge their colleagues' outstanding performance or acts of teamwork. Encouraging a culture of appreciation and create opportunities for employees to celebrate each other's achievements.

Work stress management

Meditation/fitness boot camps, distressing with desk yoga are amongst the few initiatives we have driven at SILA

Festive & Social Gatherings

We at SILA like every Indian love and respect each one of these festivals making them our own. We promote a sense of harmony, togetherness and deep bonding as we participate in each one

Induction & Trainings

Our structured induction helps new hires acclimate to SILA's company culture, understanding their job role and aligns with our organizational goals. Ongoing training ensures employees stay updated on industry best practices and technologies, fostering continuous improvement. This enhances job satisfaction, reduces turnover, and ultimately contributes to a more skilled and motivated workforce.



4.4 Client engagement

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

- 4.1 Diversity, Equity & Inclusion
- 4.2 CSR 2023
- 4.3 Employee Wellness
- 4.4 Client Engagement
- 4.5 Social Goals 2024

05 Corporate Governance and Structure



Client engagement events at a facility help foster stronger relationships, enhance communication, and build trust between clients and our business. These events provide a platform for networking, showcasing products/services, receiving feedback, and gaining insights into client needs, ultimately contributing to long-term loyalty and satisfaction. SILA's proactive approach to client satisfaction has led us to increased retention and referrals.

Festive events

Keeping our clients at the forefront our SILA Engage division has helped facilitate Christmas, Kite Flying, Independence/Republic Day, Diwali, Ganesh Chaturthi to name a few across various client groups. These events help create a positive atmosphere, foster camaraderie & provides an opportunity for networking ultimately contributing to a more engaging and enjoyable client-business partnership.



Learning & Development

Learning and development at SILA involves systematic efforts to enhance skills, knowledge, and capabilities of the community at large. Effective learning programs help boost morale, retention, and the company's competitiveness in a rapidly evolving business landscape. From Awareness talks on breast cancer to meditation workshops SILA has created a well-rounded platform for one and all.

Sporting/Community Events

With a perspective of creating a SILA community we hosted our first Box Cricket Tournament in 2021 just when the pandemic was at its decline. We have now hosted 7 such events and are in our 4th season of hosting these community engagement events.



4.5 Social Goals 2024

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

4.1 Diversity, Equity & Inclusion

4.2 CSR 2023

4.3 Employee Wellness

4.4 Client Engagement

4.5 Social Goals 2024

05 Corporate Governance and Structure

Initiative #1

Corporate Social Responsibility (CSR)

To enhance SILA's external CSR the goal & theme we're focused on is education and sport. Barring the larger cases community engagement, supporting local communities, promoting diversity and inclusion, and transparent supply chain practices can contribute positively. Regularly communicating these efforts to stakeholders helps build trust and strengthens the company's reputation.

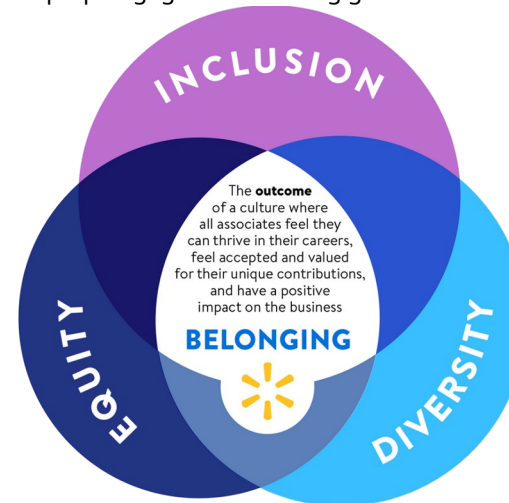
Initiative #2

Diversity, Equity & Inclusion

Promoting diversity, equity, and inclusion (DEI) in the workplace involves implementing policies and practices that ensure fair representation, equal opportunities, and a supportive environment for all employees. This includes addressing biases, providing diverse hiring practices, offering inclusive training, and fostering a culture where different perspectives are valued.

SILA's goal is to work towards a 40:60 gender ratio by 2030 and have equal and merit-based opportunities for all. The key trends and their implications for our business strategy:

- Intersectionality in Hiring and Retention - Plotting hiring targets for marginalized groups - choking the hiring pipeline on other segments
- Training and Skill Development in tech skills - 49% of blue-collared employers prefer tech savvy candidates (GenZ)
- Diverse pools in hiring - reach out to lateral hiring pools - Hire from other similar organizations, moving away from a standard persona in hiring
- Community Engagement and Partnerships - Step-up engagement of the gig workforce.



Initiative #3

Employee Experience

At SILA, we prioritize a positive employee experience through clear communication, professional development opportunities, recognition for achievements, work-life balance, and a healthy organizational culture. Prioritizing employee well-being boosts job satisfaction, productivity, and retention. Regular feedback channels and open communication enhance the overall employee experience.

- Festive Events
- L&D Workshops
- Leadership Workshops
- Work Stress Management

Initiative #4

SILA for Change Foundation

- To furthermore build and expand the reach and contribution for our blue collared staff and the community at large to benefit.
- Collaborating with educational institutions, offering scholarships, and creating mentorship programs can help empower our employees' children to pursue diverse career paths
- Engaging with corporations through partnerships and fundraising can also amplify the foundation's impact

A vertical decorative image on the left side of the slide shows a modern building's exterior with a series of white, zig-zagging stairs or walkways set against a grey stone wall.

Corporate Governance and Structure

5.1 Our Business Practices

5.2 Ethics & Compliance

5.1 Our Business Practices

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

5.1 Our Business Practices

5.2 Ethics & Compliance

Corporate Governance

We at SILA ensure that our compliance standards are always met. We have set our internal controls so as to ensure smooth running of our procedures which are set by the highest ethical standards and keep us competitive within the industry.

We are proud to say that we are a non discriminating employer and strive to build a balanced ratio of women to men in the workplace. We also employ transgender workers and people with disabilities. We do not look at caste, creed, or religion and have employees across SC, ST, and OBC ranges. Creamy and non creamy layer.



Board of Directors

The Board plays a key role in guiding the Company's journey of excellence with accountability. They provide overall strategic insights for our business operations. The Board comprises individuals with high competence and wide-ranging experience to address business ambitions, and at the same time offer diversity of opinions and perspectives to guide strategy.

As of March 31, 2023, our Board consists of following members:

Mr. Sahil Vora (Founder)

Mr. Rushabh Vora (Founder)

Board Committees

The Board has constituted the following Committees to review and look after specific areas and provide required assurance to the Board:

- Corporate Social Responsibility (CSR) Committee
- Audit and Accounts Committee
- Investment Committee
- POSH Committee
- Risk Management

Board Diversity

Board Diversity to include 33% women representation by 2025 50% independent directors and mandatory 1 woman on the board by FY 25. Conformity with the provisions of the Companies Act, 2013. In the financial year 2022-23 the company has spent INR 41.5 Lakh on CSR initiatives through various implementing agencies (Registered Trusts/Societies) in the following Areas:

Child Welfare

Employee Health Benefits

Sponsorship of Sporting event and Recreational Activities



5.2 Ethics & Compliance – Code of Ethics

01 Introduction

02 Our Business

03 Environmental Protection

04 Social Commitment

05 Corporate Governance and Structure

5.1 Our Business Practices

5.2 Ethics & Compliance

Our Governance Goals

Framework

A successful company is required to have a strong governance framework and related internal controls, to comply with the onerous regulatory requirements. This is achieved through the following:

- Authority matrix at various levels with clearly defined roles
- Robust documentation i.e. policies and SOPs
- Orientations to strengthen internal teams
- Mechanisms to monitor implementation and adherence to frameworks
- Calendars and checklists for routine

Strong awareness of regulations and compliance obligations with codes / policies that are comprehensive, customized and practical. Standard Operating Procedures with ownership, responsibilities and timelines

Robust internal controls (compliance calendars, accountability, reviews, access to real time updates). Integration of technology to assist and manage the above.

Key Governance Areas

Related Party Transactions

Identification of related parties and transactions, approvals and reporting

Risk Management Framework

Identification and dealing with risks (e.g. Business risk, strategic, operational, financial, etc)

Managerial Aspects

Appointment and exits, remuneration, diversity, code of conduct

Whistle Blower/ Vigil Mechanism

Policy, procedures and handling complaints

Other Areas

Website disclosures Archival of documents CSR, dividend Subsidiary management

Risk Management Framework

Internal control environment

- ▶ Business process documentation, risk and control identification
- ▶ IT environment, IT application and general controls

Enterprise risk management system (ERM)

- ▶ Risk strategy, identification, mitigation, monitoring and management
- ▶ Strategic, Operational, Financial and Compliance risks
- ▶ A statement indicating development & implementation of Risk Management Policy to be attached with financial statements.

Compliance management

- ▶ Process for fraud risk management and prevention

Robust internal audit function