



**Summary- Sustainability Report  
2024-25**



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# Company Overview

Provident Housing Limited (PHL), established in 2008 as a wholly owned subsidiary of Puravankara Limited, is a large-scale community developer that addresses the needs of mid-income homeowners by offering exceptional value in the residential segment. The company caters to diverse residential requirements with a strong focus on aspirational home ownership.

With over 16 years of experience in building homes and communities, PHL has established a robust market presence across nine cities, including Bengaluru, Chennai, Coimbatore, Goa, Hyderabad, Kochi, Pune, Mumbai, and Mangalore. It has successfully completed 15.72 million sq. ft of development and is currently executing

12.22 million sq. ft. of ongoing projects, setting benchmarks in trust and excellence within the residential sector.

In FY 2024-25, PHL achieved sales of 2,970 residential units, covering a total area of 2.83 million sq. ft, and recorded a 13% year-on-year growth in sales value.

Customer focus lies at the core of PHL's operations. This guiding principle influences every aspect of the company's work, from design to handover, ensuring a consistently enhanced customer experience and homes that elevate lifestyles by offering more.

S.No.	PROVIDENT HOUSING LIMITED PROJECTS (Reporting Boundary)
1	Provident Bayscape
2	Provident Adora De Goa
3	Provident Botanico
4	Provident Capella
5	Provident Ecopolitan Aerospace
6	Provident Equinox
7	Provident Parksquare
8	Provident Winworth
9	Provident Deansgate

# Building a Greener Tomorrow

At PHL, construction is executed through reputed turnkey contractors who are contractually required to safeguard the environment, minimise adverse impacts, and ensure full compliance with emission and discharge standards. PHL continues to advance sustainability by optimising energy use, implementing IFC EDGE benchmarking across all projects, increasing the adoption of sustainable materials, and striving towards zero waste to landfill. In alignment with green building best practices, all new PHL projects aim for a minimum IGBC Silver certification, supported by IGBC's demonstrated tangible benefits, including 20–30% energy savings and 30–50% water savings. Following project-level graphs present key IFC EDGE metrics, including energy savings, water savings, material-related embodied energy reductions, and associated improved carbon emissions.

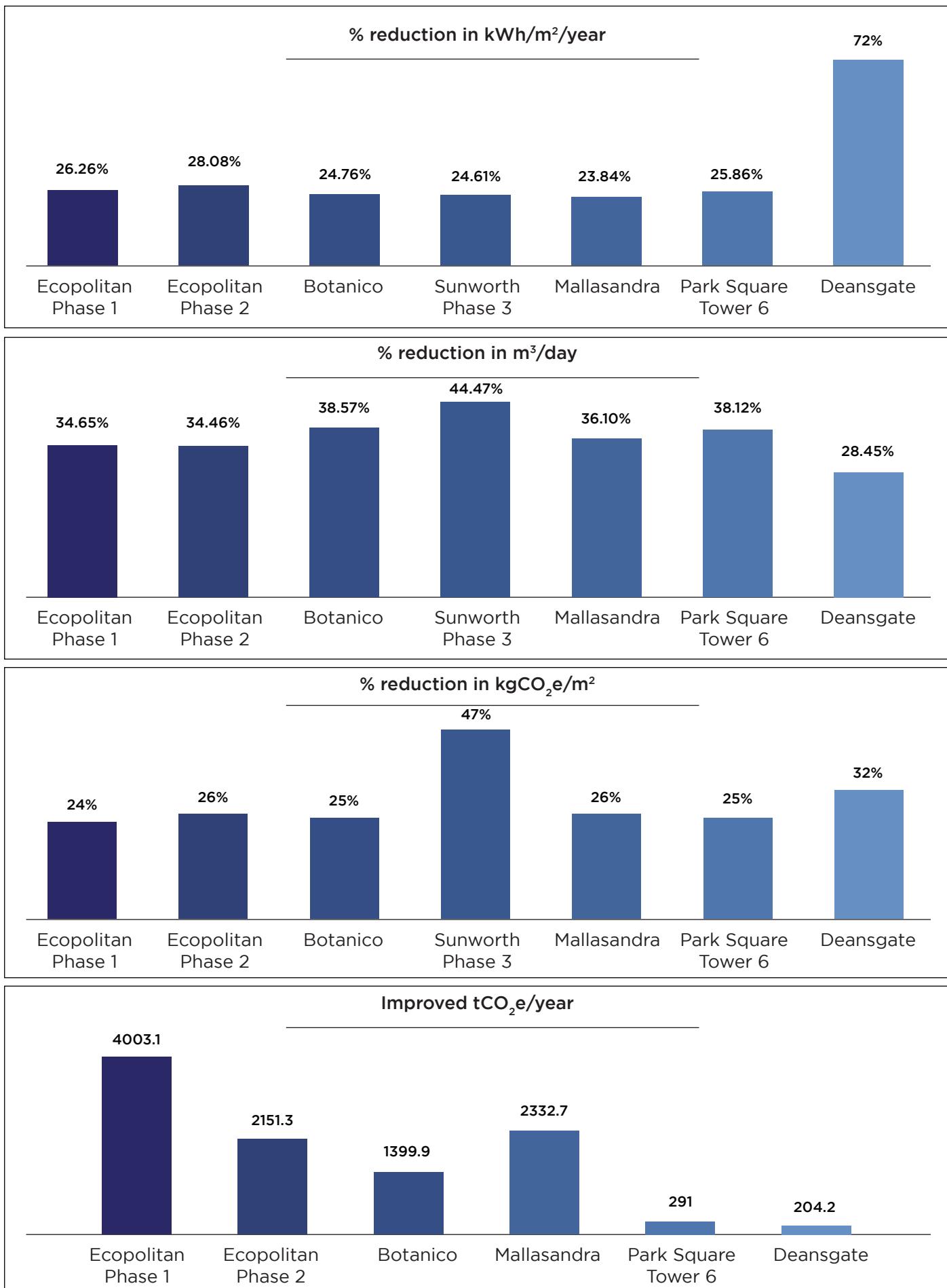
The following projects have demonstrated notable gains in energy efficiency, enhanced water savings, increased use of resource-efficient materials, and measurable reductions in operational and embodied carbon emissions. Graphs for each project illustrate comparative performance against EDGE benchmarks for energy, water, materials, and carbon, enabling a clear view of percentage savings and improved emissions relative to the baseline. Several sites, including Sunworth Phase 3 and Deansgate, exhibit particularly strong performance, reflecting the effectiveness of PHL's sustainable design measures and commitment to lowering environmental impact and carbon intensity across the portfolio.

## IFC EDGE Pre-certification:

S.NO.	PROJECTS
1	Ecopolitan Phase 1 & 2
2	Deansgate
3	Botanico
4	Sunworth Phase 3
5	Mallasandra
6	Parksquare Tower 6



### Project-Level IFC EDGE Performance Graphs



## Energy:

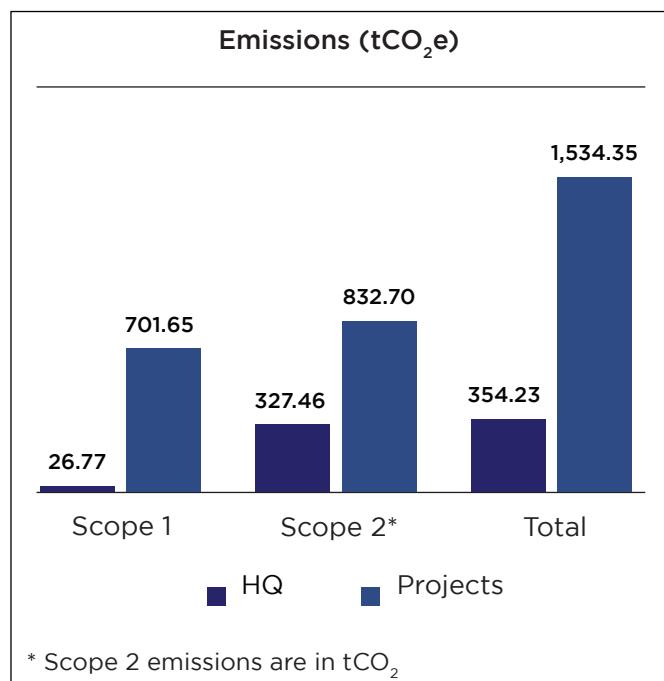
During the reporting year, the total energy consumed at PHL was 3,748.97 MWh, with 14% consumed at HQ and 86% at project sites.

Electricity consumption amounted to 452.03 MWh at the headquarters and 1,794.60 MWh across project sites. Renewable electricity (onsite and offsite) accounted for 5% of total electricity consumption at the project sites, with maximum RE consumption by Park Square.

We are advancing renewable energy adoption through solar periphery lighting, statutory solar water heating, and provisions for EV charging outlets. Additionally, our energy efficiency measures include using 5-star rated transformers, BIS-certified HVAC systems, LED fixtures, and timer-based lighting for basements and outdoor areas to optimise energy use and reduce consumption.

## Emissions:

At present, PHL formally tracks and reports Scope 1 and Scope 2 emissions, while recognising the importance of engaging with the harder-to-measure Scope 3 emissions in the future. During the reporting year, PHL accounted for 1,888.58 tCO<sub>2</sub>e. A further breakdown of GHG Scope emissions at the headquarters and project levels is provided in the chart below.



Energy Intensity:  
**104.55** kWh/INR lakhs



Emission Intensity:  
**52.67** kgCO<sub>2</sub>e/INR lakh

## Air Emissions:

At PHL, all vehicles are required to possess valid Pollution Under Control (PUC) certificates. DG sets are installed only in designated areas with chimneys of prescribed height in line with Pollution Control Board norms, and ultra-pure, low-sulphur diesel is used to reduce harmful emissions. Adequate systems are also in place to ensure safe and efficient debris removal.



All air emission parameters at project sites are well below the NAAQ limits.

## Waste:

At PHL, our material optimisation strategies focus on both the design and execution stages, thereby collectively enhancing resource efficiency, reducing waste, and contributing to more sustainable construction practices.

During the reporting period, PHL generated 2,194.33 tonnes of waste, of which 99.5% was classified as non-hazardous and 0.5% as hazardous.



Waste Intensity:  
**61.19** kg/INR lakh

## Water

PHL recorded a total water withdrawal of 1,04,351.94 kL at project sites and 2,638.50 kL at the headquarters. In terms of water consumed, 1,12,687.02 kL is consumed at project sites and 2,638.50 kL at the headquarters. A total of 13,891.80 kL of water was recycled across project sites, with recycled water reused for landscaping at select locations. The balance was treated prior to discharge, resulting in 5,556.72 kL of treated wastewater.



Water Intensity:  
**3.22** kL/INR lakh

## Biodiversity

PHL advances biodiversity through urban greening and community-focused initiatives. All projects are located within city limits and outside protected zones. The “One Home, One Tree” initiative ensures the integration of native species and green spaces in every project, supporting local flora and fauna.

PHL plans to expand its efforts through biodiversity assessments, sustainable landscaping, community awareness programmes, and collaborations with conservation organisations to further enhance ecological value across its developments.



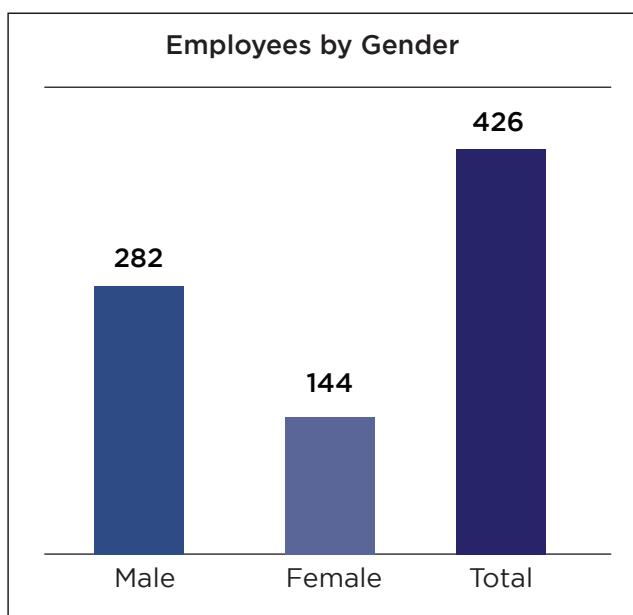
Provident Ecopolitan Phase 2, Bengaluru

# Empowering People & Communities

At PHL, people are at the heart of everything we do, including our employees, customers, and the communities we serve.

## Employees

During the reporting period, we had a total workforce of 426 employees, comprising 282 permanent and 5 contractual staff. We are proud to report that gender diversity increased to 34% during the year, compared to 32% in the previous year. This progress enabled us to achieve our ESG 2030 target of 30% gender diversity well ahead of schedule, underscoring our continued commitment to empowering women and fostering an equitable and inclusive workplace.



By age category, the majority of the workforce falls within the 30–50 years group, accounting for 64%, followed by 32% below 30 years and 4% above 50 years. By employee category, more than half of our workforce is in the junior category (55%), followed by 36% in middle management, 6% in senior management, and 3% categorised as staff.

## New Hires

PHL onboarded 162 new employees with 105 male and 57 female employees. Among the new hires, 54% were in 30-50 years age category, followed by 46% in below 30 years and 1% in above 50 years.

## Employee Turnover

We also recorded 122 employee turnover, with 83 male and 39 female employees. By age category, 42% were below 30 years, 56% in the 30-50 years and 2% in the above 50 category.

## Parental Leave

All permanent employees at PHL are entitled to parental leave. During the reporting year, six (6) female employees availed parental leave, and all of them are currently on leave and are expected to resume work upon completion of their leave period.

## Training & Development

During the reporting year, PHL employees completed 1,830 hours of training, including 1,250 hours for male employees and 580 hours for female employees. The average training hours per employee was 4.3 hours, with 4.5 hours for males and 4.1 hours for females. Junior management underwent 840 training hours, middle management 870 hours, and senior management 120 hours.

## Performance Review and Career Development Programme

At PHL, 273 employees, including 182 male and 91 female employees, participated in performance and career development programmes. This included 271 permanent employees and 2 contractual employees. By employee category, 22 from senior management, 117 from middle management, 124 from junior management, and 10 staff members underwent performance review.

## Human Rights

At PHL, we maintain a strict stance against child labour, forced and compulsory labour, ensuring that none of our operations pose a significant risk of child labour or expose young workers to hazardous conditions. We remain committed to upholding the fundamental rights of all employees, promoting a safe, fair, and inclusive workplace.

## Occupational Health & Safety

In FY 2024-25, we recorded zero fatalities, zero LTIR, and no cases of work-related ill health. Five (5) near-miss incidents were reported and are being addressed through enhanced safety measures and continuous improvement.

## Customer Relationship Management

During the reporting period, we have recorded zero incidents regarding customer health & safety, marketing & labelling and customer privacy.





# Governed by Integrity

## Corporate Governance

PHL is governed by a thoughtfully structured Board of Directors with well-defined roles and responsibilities, ensuring effective governance and strong stakeholder relationships. The roles of the Chairperson of the Board and the Chief Executive Officer are strategically separated to ensure a balance of power, enhance oversight and accountability, and mitigate conflicts of interest. The Board leverages its diverse and distinguished expertise to foster innovation, bring multifaceted perspectives, and provide strategic guidance, thereby strengthening decision-making and driving sustainable growth. The Board of Directors has constituted various committees, including the Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility Committee, and the Management Sub-Committee.

Guided by our core values, we have implemented a robust framework of policies that steer decision-making, ensure compliance, and uphold ethical business practices in alignment with our ESG commitments.

During the reporting year, the ratio of the annual total compensation of the organisation's highest-paid individual to the median annual total compensation of all employees (excluding the highest-paid individual) was 54:1.

The ratios of standard entry-level wages to local minimum wages for the FY 2024-25 are presented in the following table.

Location	Male	Female
Bengaluru	1.60	1.60
Tamil Nadu	1.05	1.05
Telangana	2.16	2.16
Goa	1.34	1.34

## Supply Chain

Our supply chain includes over 8,000 suppliers, of which 70 are direct suppliers. Around 80% have been associated with us for more than 15 years, 17% for 5-15 years, and 3% are new associations formed within the past five years. Among our suppliers, 65 hold ISO 9001 certification, 36 are certified under ISO 14001, 14 under ISO 45001, and 5 under ISO 50001, demonstrating strong practices in quality, environmental, safety, and energy management.

## Data and Cyber Security

During FY 2024-25, no instances of data breaches were recorded, reflecting the effectiveness of our cybersecurity controls.



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