

COMMUNICATION ON PROGRESS **(2014-15)**

... Towards Wellness



PAHARPUR BUSINESS CENTRE

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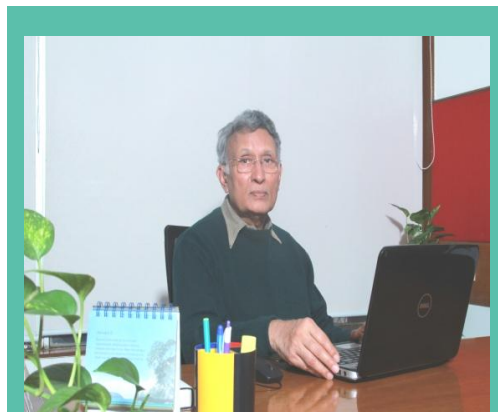
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Sl. No.	CONTENTS	Page No.
1.	From The CEO's Desk: Global Compact Compliance Statement	3-5
2.	PBC Service Portfolio	6
3.	Ethics, Mission & Vision and Organizational chart	7 -8
4.	International Certifications, Policies and Awards	9-21
5.	Stakeholder Mapping at PBC– Recognizing the key partners	22-27
6.	PBC's commitment to UNGC's ten principles	
A.	HUMAN RIGHTS	
Principle 1	Support and respect the protection of internationally proclaimed human rights	28
Principle 2	Ensure that the organization is not complicit in human rights abuses	29
B.	Labour Standards	
Principle 3	Upholding the freedom of association and effective recognition of the right to Collective Bargaining	30
Principle 4	The elimination of all forms of forced and compulsory labour	30
Principle 5	The organization supports effective abolition of child labour	31
Principle 6	Organization promotes elimination of discrimination in respect of employment and occupation	31-35
C.	Environment	
Principle 7	The organization support a precautionary approach to Environmental Challenges	36-38
Principle 8	The organization initiates promotion of greater environmental responsibility	39-42
Principle 9	Encourages the Development and Diffusion of Environmentally Friendly Technologies	42-53
D.	Anti-corruption	
Principle 10	Business should work against all forms of corruption, including extortion and bribery	54-55
7.	PBC in news	56-62
8.	The Road Ahead.....	63
9.	Image Sources	64

CEO'S STATEMENT OF CONTINUED SUPPORT TO THE TEN UNIVERSAL PRINCIPLES OF UN GLOBAL COMPACT - 2015



"A company's growth depends on the potential of its business strategies to blend People, Planet & Profit together."

I am delighted to present Paharpur Business Centre's (PBC) Communication on Progress (COP) on the ten universal principles of Global Compact, for the year 2014-15.

It has been our constant endeavour to communicate our organization's growth and success story, year after year, with all of you, in a transparent and fair manner with regards to the ten Universal Principles of UN Global Compact & our engagement process with all our Stakeholders and Business Partners in furthering the cause of these ten principles.

UN Global Compact is a concept that we most strongly adhere to and have been signatories to it since 2003.

These are the guiding principles of our business and form an intrinsic part of our Corporate Governance.

PBC has endeavored to internalize the principles of UN Global Compact in its stated business objectives & owes the success & progress of its business model to UNGC principles.

PBC has played a pioneering role in revolutionizing the concept of office space and convention facilities that include training, recruitment and meeting room business areas and integrating it with its many environmental and social practices.

All our energies, objectives and strategies are directed towards meeting our triple bottom line performance in a sustained and profitable manner. We are extremely sensitive to the fact that we need to operate within the principles of 'Corporate Governance' and therefore be accountable, fair, transparent and responsive to the needs of all our stakeholders, specially the primary ones.

Our stakeholder engagement program and our various social and environmental initiatives are aimed at achieving our business goals in a sustained manner on one hand & spreading awareness among our stakeholders / suppliers on the business benefits of UNGC & Triple bottom-line principles.

This year, the focus has largely been on creating "Shared and meaningful value" with all our stakeholders, in an equitable and just manner. Collaboration is key to sustainability, as businesses

have realized that it's hard to go out all by themselves – therefore interacting and collaborating with multiple like-minded organizations and people, to work on initiatives and projects that further the cause of sustainability.

Our focus area, apart from Energy, Water, Skill Development, Women's Empowerment, Safe Operations, Health Care, has also been, aligning the Millennium and Sustainable Development Goals with our growth strategy.

We have experienced this at Paharpur Business Centre (PBC) - By providing superior quality of Indoor Environment Quality (IEQ) to the occupants, results in 360 degrees health and business benefits to all.

This truly has been the one major paradigm shift in our Business Strategy.

People working in Buildings need to keep well and it is a well known fact that indoor air is 10 times more polluted than outside or ambient air.

What does one do, when the ambient air is itself unacceptable?

PBC has found solutions for it through its new business vertical that provides indoor air quality solutions - Breathe Easy.

We are pioneers in air quality solutions and have capabilities in testing, remediation and improvement of indoor air quality for homes, and large commercial establishments, like hospitals, malls, hotels, schools, office buildings, etc.

So far we have helped over 1000 homes in Delhi-NCR breathe easy.

It is this thought process that has led us to opt for National Australian Built Environment Rating System (NABERS) and USGBC WELL certifications.

Given that Delhi's air is practically unfit for breathing, it is great that we have a third party verification of good air quality at PBC – for wellness and productivity of our occupants.

We hope to become the first building in the country to achieve these two milestones, thus committing ourselves to a healthy work environment that aids productivity and profitability.

Our responsible operations have always set us apart and we do hope other small and medium enterprises too can learn from us that it is possible to conduct business in an ethical manner by embedding our inherent values in our day to day strategies.

Over the years, we have strived hard to create an exciting, healthy and a robust workplace for our employees, a value proposition for our clients and a viable profit making business model for our shareholders. It is a known fact that employees who are satisfied with their organization's belief and commitment to its environmental and social responsibilities, are likely to be more positive, more engaged, more efficient and therefore, more productive.

An engaged and satisfied workforce contributes to enhanced business results and overall prosperity and well being of an organization.

Only a company that produces a Triple bottom line is taking account of the full cost involved in doing sustainable business.

Through this COP, we reiterate our belief in 'Gender Equality & Gender Mainstreaming, by becoming the first SmE to sign up for UN Women's Empowerment Principles (WEP), in 2012.

Last but not the least, strategizing for implementing innovative ways to remain profitable and consistently enhance our top line and bottom line, despite challenges thrown as a result of economic downturns and a not so robust market scenario.

I take this opportunity to extend my heartfelt thanks to all our important stakeholders, especially the PBC team that has stood committed to our inherent principles - care for people, environment and responsible business.

We thank our vendors and suppliers who have played an important role in making our innovations a reality and helping us meet our Environmental, Social that include Human, Labour & Corporate Governance related goals and objectives.

We thank and reach out to our esteemed clients, who have supported our causes and encouraged us to move ahead in the direction of corporate social responsibility.

My firm belief is to be passionate about what we believe in, play to our strengths, Corporate Excellence & Governance, focus on our circle of influence and recognize that learning is a life-long exercise.

This has been our 'mantra of success for more than two decades now.

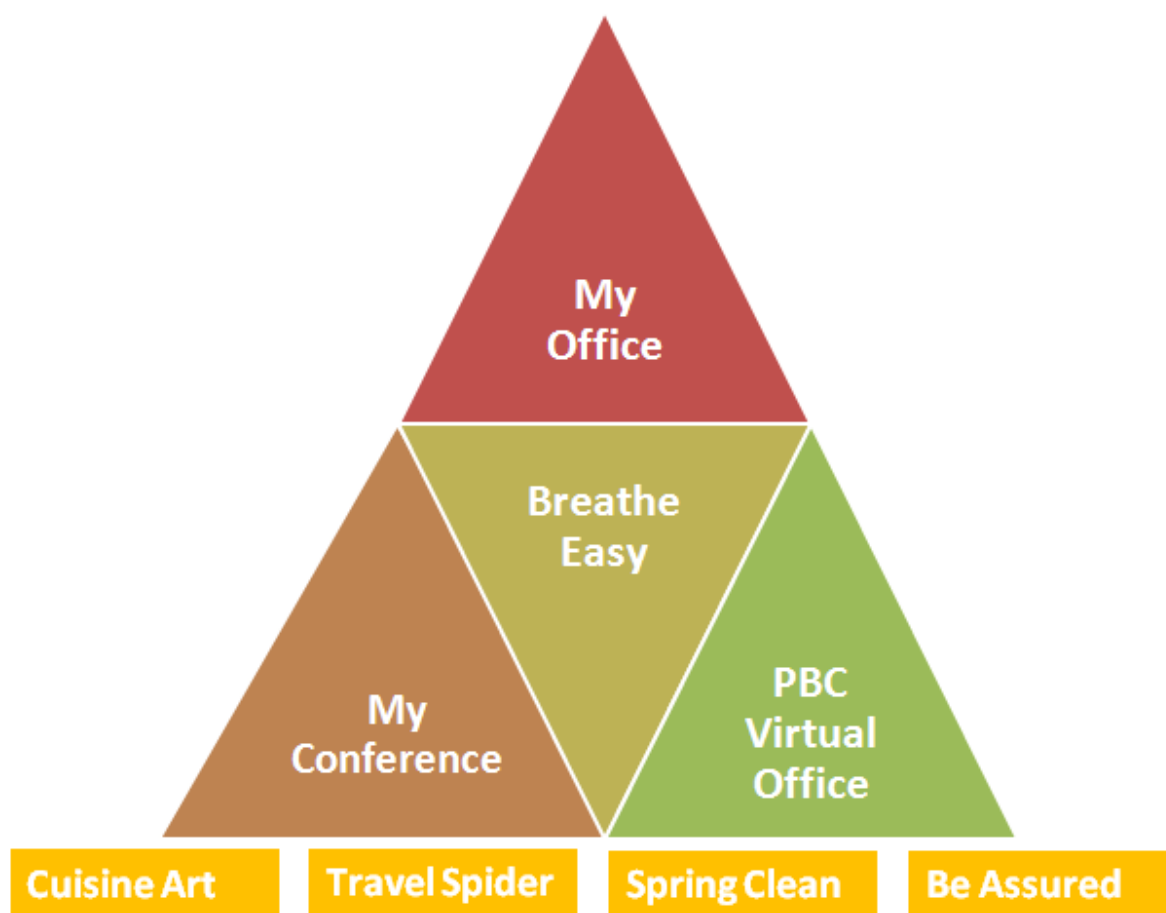
Your views and feedback are important to us and we look forward to it, as we believe that we can create value by learning from all our stakeholders.

Best wishes for a successful financial year ahead.



Kamal Meattle
Chief Executive Officer

PBC Service Portfolio



19 other Support Services . .

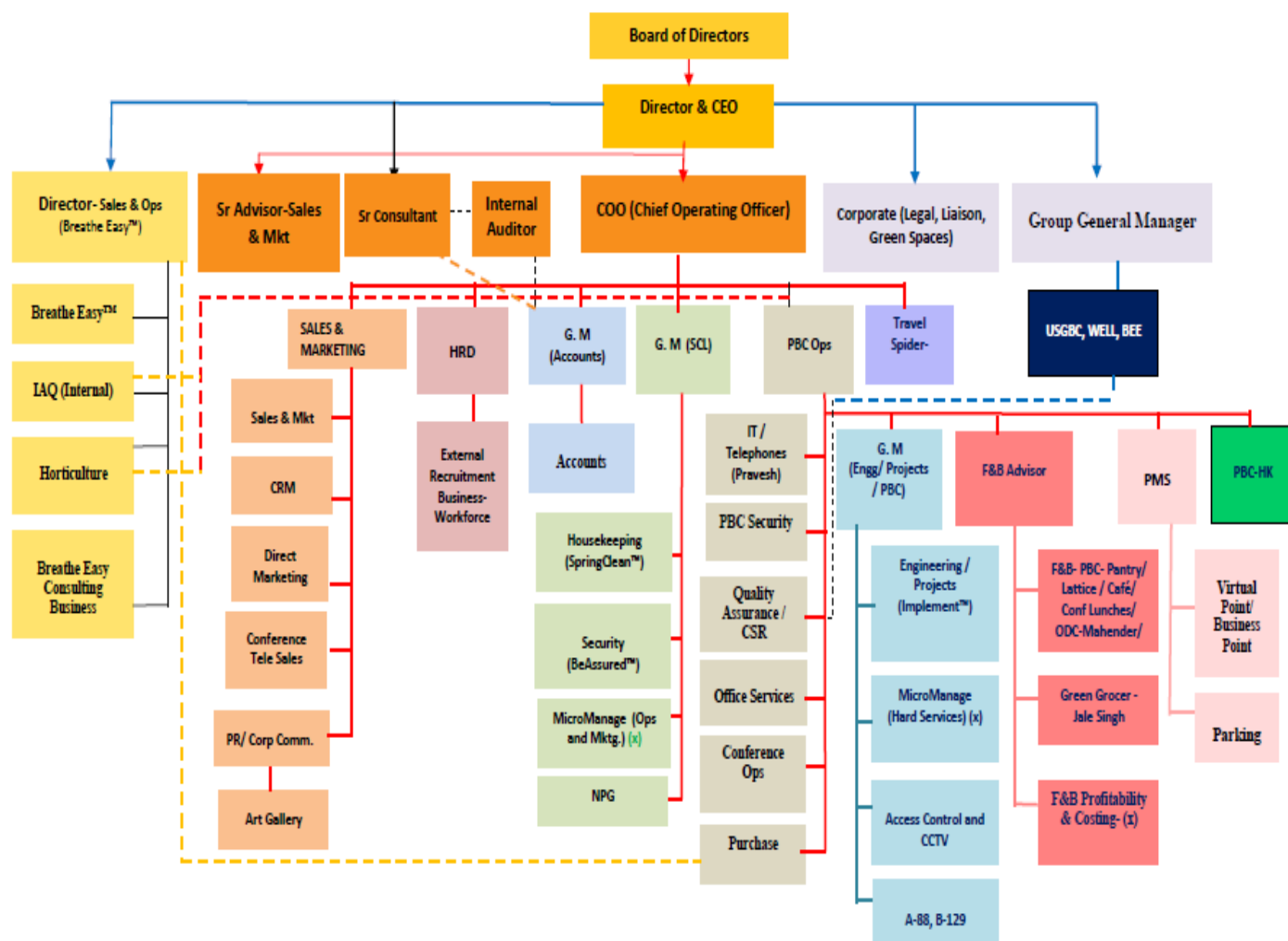


To stand out as an organization that has high dimension focus on consistent delivery of quality service, Care for Environment and sensitive to the people around, that inspires us from within to provide end-to-end business support to our customers whom we consider as the essence of our success. .

Honesty And Absolute Integrity in whatever we do – Quality Business Ethics and Corporate Governance, Empowerment, Excellence and Innovation, Competency and Up-skilling, Sensitive to the Environment and Community Around Us, Winning -Being Best in the Business Team Work, Work Hard yet keep it fun & above all – A company that has made “Customer Care its Business”.



ORGANIZATIONAL CHART



Note: Organization Chart shall be reviewed on an annual basis.

---- Functional Reporting, (x) Position to be filled, T&T – Tour & Travels, PMS – Property Management Services, F&B – Food & Beverages, NPG – Nehru Place Greens, ISP – Internet Service Provider, IAQ – Indoor Air Quality, HRD – Human Resource Department, PR – Public Relations, Ops - Operations, Mktg – Marketing Note: (1)All PO's as part of process will be checked, verified and signed by Director-Sales-Breath Easy (2) GM-Engg- dotted line reporting to Director-Breathe Easy for Breathe Easy related tasks.

Updated as on January 2015

INTERNATIONAL CERTIFICATIONS & POLICIES

PBC has been certified with six International certifications

- ISO 9001:2008 for Quality Management System
- ISO 14001:2004 for Environmental Management System
- ISO 22000:2005 for Food Safety Management System
- ISO 50001:2011 for Energy Management Services
- SA 8000:2008 for International Standard for Social Accountability
- OHSAS 18001:2007 for Occupational Health & Safety Management System
- FSSAI Approved
- NABERS Certified for Good Indoor Environment Quality
- CETEC 5 Palm Rated for Operating Building
- Signatory to UN Global Compact and commitment to Women's Empowerment Principles (WEPs)

CORPORATE SOCIAL RESPONSIBILITY POLICY

Paharpur Business Centre (PBC) a provider of serviced offices along with a suite of 27 support services is committed to perform its business in a responsible manner to produce an overall positive impact on society and environment. In doing so, we shall strive towards:

Marketplace Leadership – We aim to run our business in a way that singles us out as a great provider of high quality services and preferred partner of choice to do business with. Our aim is to work with our stakeholders to develop long –term sustainable relationships.

Environment – We are an environment driven company and are aware of the scale of impact our operation has on the environment.

As such, we are committed to exploring ways to reduce the impact of what we do. We take a responsible attitude and lead the way in developing initiatives to further improve our environmental footprint. We shall be fully accountable to our clients, employees and the society that we operate in. We will strive to create business opportunities for our stakeholders and follow the core values, norms and ethics that are in-built in the way we conduct our business.

Workplace – We are committed to offering our employees a rewarding and challenging workplace. We aim to become the best employer in fact employer of choice, demonstrated amongst other things, by current and past employees recommending the company as a great place to work. We are channeling our efforts towards making PBC a fun place to work for. We do believe people are core to any business and are one's most important asset and therefore we focus our

energies in taking good care of them as we believe that it makes good business sense to hire and retain great employees. The idea is to synergize our efforts in order to create wealth for all.

Inclusivity and Equal opportunities for all is at the core of our human resource policy. We are strictly against discrimination of any kind. We are committed to create awareness of HIV-AIDS at work place and have an adequate policy in place to handle it.

Community – We strive to be good corporate citizens, we work to support the sustainability of both global and the local communities in which we operate and actively encourage our employees, customers, suppliers to consider the needs of others and involve themselves in public service through public private partnering. We are sensitive to the requirements of the community around us and our business strategies are closely interlinked with their aspirations.

High standards of corporate governance care for environment and health & safety, override everything else that we do.

QUALITY MANAGEMENT SYSTEM POLICY

This policy underlines the commitment of the Management and Employees of Paharpur Business Centre (PBC™) towards achieving Quality in Service by Providing Quality Services and Facilities that Consistently Meet and Exceed Customer Expectation. To have a motivated and committed team by sustaining a working environment where each employee is encouraged to excel.

The Quality Policy is communicated to all employees for effective implementation and will be reviewed periodically for adequacy & suitability.

PBC™ will ensure compliance to all the regulatory and legal requirements / law of the land and will strive to go beyond the statutory compliance.

The Management of PBC™ implements its stated Quality Policy by establishing and achieving specific Quality Objectives as given below:

ENVIRONMENT MANAGEMENT SYSTEM POLICY

Paharpur Business Centre is committed to perform its business and related activities in a responsible manner so as to achieve continual improvement in Environmental performance. In doing so, we strive towards:

- Encourage recycling or reuse of office waste.
- Conserving energy and water through better management.
- Minimizing use of non-biodegradable in Food and Beverage department.
- Providing indoor air quality conforming to specify ASHRAE standards.
- Efficient use of resources by addressing the embodied energy criteria
- Minimizing air emissions & water discharges

In keeping with our commitment to prevent pollution, PBC has recognized the Four 'R' Refuse, Reduce, Reuse, and Recycle.

We are committed to comply with applicable environmental legislation, regulations, rules and all the requirements of the ISO 14001: 2004 standard and the norms of USGBC LEED EB (O&M) certification.

We will implement the environmental policy by setting and reviewing objectives and targets periodically without sacrificing quality of life.

We will strive to create awareness among our customers, employees, sub-contractors and other important stakeholders, for better and improved environmental performance.

This policy will be documented and training will be imparted to employees for effective implementation.

SOCIAL ACCOUNTABILITY POLICY

At Paharpur Business Centre (PBC), we are committed to performing our business and related activities in a socially and environmentally responsible manner so as to achieve continual improvement, responsive to the needs of the organization.

We believe in the triple bottom line evaluation method in delivering performance

- Profit
- Care for environment
- Social accountability

We believe that "it can be good business" to care for one of our stakeholders viz. the society and people around us. It enables us to employ and retain great employees.

We recognize that people are the core of the organization and we are committed to pursuing practices that ensure welfare and growth of our people. We shall strive to create safe & fair workplace for all our employees.

We shall endeavor to create awareness among our customers, sub-contractors, & other important stakeholders on social issues related to our business area.

In doing so we shall comply with the applicable national legislation and regulations and respect international conventions. We will implement this policy by setting and reviewing the procedures, standing instructions and related programs.

We shall strive to integrate the relevant principles of UN Global Compact that relate to Human Rights and Labour Standards with PBC's worker policies, code of Conduct, procedures and SA Standard requirements, in order to mainstream the principles in our day to day operations.

This policy will be effectively documented, implemented, maintained, communicated, and accessible in a comprehensible form to all personnel, including directors, executives, management, supervisor, and staff, whether directly employed by, contracted with, or otherwise representing the Company.

The policy will be publicly available in an effective form and manner to interested parties, upon request.

Management shall review this policy periodically to ensure that it remains relevant and appropriate to the organizational SA objectives & goals.

OCCUPATIONAL HEALTH & SAFETY POLICY

Paharpur Business Centre (PBC) a service provider of office and conference facilities, along with a suite of 27 support services. It is committed to provide a safe & healthy environment, to prevent injury & ill health to its employees, occupants, visitors, guest, subcontractors & other interested parties. In doing so we will strive towards:

- Commitment to compliance with applicable legislation, regulations and other applicable requirements that relate to our Occupational Health & Safety Hazards.
- We will implement the health and safety policy by setting and reviewing objectives and targets periodically to control and minimize risks due to OH&S hazards.
- We will ensure continual improvement in OH&S management and its performance.
- This policy will be documented, maintained, communicated and reviewed periodically to ensure that it remains relevant and appropriate to the organizational OH&S
- Objectives & goals. Training will be imparted to all the persons working under the control of the organization for effective implementation.
- We will strive to create awareness among our customers, sub-contractors, guests & other interested parties for better performance & to make them aware of their individual OH&S obligations.

FOOD SAFETY MANAGEMENT SYSTEM POLICY

We at Paharpur Business Centre (PBC) are committed to provide fresh, safe & healthy food to our customers. We are the end processor of the food chain and then the food directly consume by the consumer. In doing so we strive towards:

- Ensuring compliance to all applicable regulations and legislations.
- Ensuring all raw materials is purchased under controlled conditions and from best possible supplier or source.
- Meeting the specific needs and exceeding expectations of our customers by followed the application food safety norms and at the same time providing delicious and nutritious food.
- Creating awareness among our staff, customers and suppliers about food safety.

It will be our constant endeavor to take regular feedback from our clients to ensure improved performance and continual improvement.

ENERGY MANAGEMENT SYSTEM POLICY

Paharpur Business Centre™ is committed to perform its business and related activities in an environmentally responsible manner and to use energy in the most cost effective, efficient & green way. We are committed to conserve PBC™ energy consumption by using innovative methods and by using green and clean technologies available for reduced operation & maintenance cost of the building. It will be our constant endeavor to continually improve the energy performance of PBC™ by reducing our average annual energy intensity against business as usual.

To accomplish this we will:

- Improve energy efficiency continuously by implementing effective energy management programs that support all the operations and customer satisfaction while providing a safe and comfortable work environment.
- Become one of the most energy-efficient organizations in our industry on a kilowatt-hour per 100 square foot basis.
- Measure, Monitor, Manage and control the daily energy consumption by adopting energy conservation initiatives.
- Establish an Energy Management Team to identify and drive energy efficiency initiatives and to provide an integrated organization-wide response to energy management.
- Set Energy objectives and targets and ensure that the adequate information and resources are available.
- Measure our Carbon footprint on a year to year basis
- Comply with applicable legal requirements and the requirements of LEED-EB (O&M) guidelines and the requirements of BEE five star rating systems.
- Promote purchase of energy efficient products and services and up gradation of existing systems for energy performance improvement.
- Develop communications strategies to raise awareness among staff and all the interested parties.
- This policy will be documented, maintained, communicated and reviewed periodically to ensure that it remains relevant and appropriate to the organizational Energy Management objectives & goals.
- Training will be imparted to all the persons working under the control of the organization for effective implementation.
- We will also endeavor to train our vendors / suppliers / sub-contractors and effectively engage with them by organizing awareness sessions periodically focused on issues relating to energy conservation & and creating awareness on the same.

ENVIRONMENTAL TOBACCO SMOKE POLICY

- The indoor air quality at PBC confirms to the ASHRAE standard and Tobacco smoking & use of E-Cigarette inside the building is strictly prohibited. Restricting smoking at the workplace is a part of complete health and safety promotion program in the business centre.
- For smokers, PBC has provided a separate identified room at the terrace area, typically dedicated for smoking. The smoking room has a separate ventilation system with an exhaust and air-conditioner ensuring the air quality inside the building is not affected by ETS.
- Employees & clients will be informed of this policy through signs posted in buildings.
- Any violations of this policy will be handled through standard disciplinary procedures.

SUSTAINABLE PURCHASE POLICY

At PBC, We Strive Hard To Ensure That We Purchase In An Environmentally Sensitive Manner. Whether It Is A Simple Purchase Of Paper Or Pens, Computers, Laptops, Food Raw Material, Carpets To Heavy Duty Engineering Equipments, Our Preference Will Be To Buy “Clean, Green And Energy Efficient” Products And Services.

We Are In The Process Of Developing An Environmentally Preferable Purchasing System In Order To Promote The Concept Of “Green Buying” And By Doing So We Will Reduce Our Carbon Footprint and Promote Green Purchasing Processes.

We Will Find & Evaluate Information About Green Products & Services And Include The Necessary Specs In Our Product / Service / Vendor Evaluation Form And Wherever Possible, Based On Availability And Financial Viability Purchase Green And Environmentally Sustainable Products And Services, without Compromising On The Quality Of Life At PBC.

We Will Consider The Following Environmental Attributes At The Time Of Purchasing:

- Encourage local suppliers based in within 100 km radius of our location
- Durable And Not Single Use Or Disposable Wherever Possible And Applicable
- Made Of Recycled Material
- Biodegradable And Safely Disposable
- Made From Rapidly Renewable Material
- Energy Efficient
- Will Prefer Procuring From Companies and Organizations that have responsible & Sustainable Environmental Track Record
- Reduced Packaging – Financially Viable Also
- Reduces Green House Gas Emissions
- Scalable / Upgradable
- Water Efficient Technologies
- Use of renewable wherever applicable and possible

The above attributes will not be limiting & will be subject to change & review on a regular basis.

The Objective Of our Purchase Policy is to reduce the adverse environmental impact Of Our Purchasing Decisions & 80% of our total purchase to be done through locally based suppliers.

And It Will Be Our Constant Endeavour To Develop And Redesign As Per The Requirement Of The Organization. By including environmental considerations in our purchasing procedure, along with concerns about price, quality and availability, we will remain fiscally responsible while attempting to promote practices that improve public health and safety, reduce pollution & carbon emissions and conserve natural resources.

GREEN CLEANING POLICY

The policy is introduced by PBC to provide a safe, clean, and healthy environment for staff and visitors. It is to maintain a position at the forefront of cleaning maintenance technology by employing safe, effective cleaning methods and equipment. It is strongly committed to “Green Cleaning” through its use of chemicals, equipment and techniques that are environmentally friendly.

Our policy encourages all our staff and visitors to participate, support and help sustain this commitment to the environment. Green Cleaning includes a number of elements - choosing cleaning products and equipment that are not detrimental to the environment and effective in their application as cleaning maintenance.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Paharpur Business Centre & all its related properties and holdings support equal employment opportunities for everyone. We are committed to the ten principles of United Nations Global Compact (UNGC) i.e. Human Rights, Labour, Environment and Anti-Corruption. We are also certified for SA 8000 for our social accountability.

PBC's Equal Employment Opportunity (EEO) policy states that every person has the same human rights and privileges without regard to his or her race, color, religion, sex, age, handicap, disability, marital status, national origin or economic status.

Equal employment opportunity means that every applicant for a job should be considered solely on the basis of his or her qualifications. It also means that every employee should be treated equally with every other similar employee, without discrimination because of his or her race, color, religion, sex, age, handicap, disability, marital status, national origin or economic status.

The Company expects full cooperation of everyone associated with it to make sure these principles are upheld. Furthermore, the Company expects that all matters related to recruiting, advertising, hiring, training, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, educational assistance, and social and recreational programs and all treatment on the job, be free of any discriminatory practices. It is PBC's constant endeavor to spread the message of Equal Opportunities for all through various interactions and meetings with its supply chain and other stakeholders.

ANTI-CORRUPTION & ETHICAL POLICY

As employees in PBC, we:

- Will ensure to behave in an honest & ethical manner.
- Will set a good example by being trustworthy.
- We will make sure that our behavior complies with the policies and rules of the organization / PBC.
- We will use the resources of our company in the best interest of the company, and not for personal & gainful reasons. We will not misuse these resources.
- We will not pay or accept bribes / anything of value / cash/ gift / gratuities, offer of employment etc, for the purpose of influencing placement of contracts, obtaining a business advantage or any other reason.

- We will make a clear distinction between the interests of our company and our personal interests, and avoid possible conflicts of interest; we do not accept gifts, invitations or other advantages, which could contradict this principle or influence our business decisions that are against the norms of our company.
- Ensure that we comply with law of the land, including National legislations & statutory compliances.
- All commissions and fee contracts shall have prior approval of our CEO.
- Report incidents, risks and issues which deviates from our policy, to your immediate reporting authority, or Head- HRD or CEO
- Complete and Implicit support / protection to the employee / whistleblower who reports unethical behavior
- Encourage Employees to be continuously conscious about our ethics and values and ensure each employee maintains their integrity, thereby maintaining the integrity of the organization.
- All employees must adhere to this policy and any violation to the above may result in termination / legal action, as deemed fit by the management.
- The CEO must approve any exceptions to this policy.

As owners of PBC, we:

- Commit ourselves to this policy and to an ongoing effort to maintain our integrity
- Make sure that PBC complies with the applicable National and International norms and commit PBC to an open and transparent Management Approach
- Expect our stakeholders i.e. partners and other business associates to respect this policy and wherever possible, we will influence and encourage them to also adopt this policy.

Thereafter the policy mentioned above was shared / circulated to all the team members / employees of PBC, who are required to ensure strict adherence to it and behave in a manner suited/appropriate to the stated policy and rules of the organization at all times. The organization expects them to not only behave in an honest and ethical manner but they are also expected to set a good example by acting in a responsible and transparent manner.

POLICY ON AFFIRMATIVE ACTION

- PBC affirms the recognition that its competitiveness is interlinked with the well being of all sections of the Indian society.
- PBC believes that equal opportunity in employment for all sections of society is a component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country.
- PBC affirms the recognition that diversity to reflect socially disadvantaged sections of the society in the workplace has a positive impact on business.
- PBC will neither practice nor support conscious discrimination in any form.
- PBC does not bias employment away from applicants belonging to disadvantaged sections of society if such applicants possess competitive skills and job credentials as made public.

- PBC's selection of business partners is not based on any considerations other than normal business parameters. In case of equal business offers, PBC will select a business partner belonging to a socially disadvantaged section of society.
- PBC will have a written policy statement on Affirmative Action in the workplace.
- PBC will have an employment policy that is the public domain. It may place such policies and employment opportunities on its website to encourage applications from socially disadvantaged sections of society.
- PBC will make all efforts for up-skilling and continual training of employees from socially disadvantaged sections of society in order to enhance their capabilities, and competitive skills.
- PBC will have a partnership programme with educational institutions to support and aid students from socially disadvantaged sections of society.
- PBC will have a senior executive accountable to the MD to oversee and promote its Affirmative Action policies and programmes. The senior executive will present a biannual report to the Board of the Company about such policies and programmes.
- PBC further has a policy to maintain records on Affirmative Action.
- PBC makes available its learning and experiences as a good corporate citizen in Affirmative Action to other companies desiring to incorporate such policies in their own business.

POLICY ON HIV / AIDS

PBC recognizes that HIV/AIDS is an issue at workplace and would like to address it proactively

PBC will provide a safe and healthy environment to the team members by developing nondiscriminatory policy and programmes on HIV/AIDS.

PBC will provide regular HIV/AIDS prevention education to all its team members and their families at various levels through formal and informal sessions.

HIV status of the team member will be kept confidential

Any Team Member living with HIV/AIDS will be kept in employment as long as they are in position to work. If necessary, employee will be shifted to another appropriate position considering the health status at that point in time.

PBC will not discriminate against any Team Member infected by HIV/AIDS with regard to promotion, training and any other privileges, applicable to all employees of the company.

At PBC HIV/AIDS test will not be a part of recruitment process or any health check-ups.

PBC will educate its Team Members and encourage them to participate in Voluntary Counseling and Testing for seeking advice related to HIV/AIDS.

SEXUAL HARASSMENT POLICY

PBC is committed to provide a work environment that is free of discrimination and unlawful harassment. Sexual Harassment is strictly prohibited at PBC. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic will not be tolerated. If an employee believes that he/she has been a victim of harassment or is aware of another employee who has been harassed, he / she should immediately report it to HRD or any member of the Harassment Redressal Committee. Employees can raise concerns and make reports without fear of retaliation. Any Superior who becomes aware of possible harassment should promptly advise Management or HR Representative, who will handle the matter in a timely and confidential manner.

All employees are responsible for helping to ensure & assure a workplace free of harassment. The Company forbids retaliation against anyone who has reported harassment or participated in an investigation. All of us must recognize that such behavior not only violates the rules of common courtesy and is a violation of the Company's policy, but is also a Human Rights violation & therefore illegal under law.

It is the Company's responsibility to investigate all reports or complaints of harassment thoroughly and promptly. If an investigation confirms that harassment has occurred, the Company will take appropriate corrective action, up to and including termination.

POLICY ON DIVERSITY AND INCLUSIVITY

At PBC, we believe in having a multi-skilled, motivated & a diverse workforce.

A Diverse work culture is encouraged by:

Respect – for all our stakeholders- employees, customers, suppliers, and communities that we operate / live in, who come from different geographical, demographical, cultural and social backgrounds.

Inclusivity for all genders –

Women Empowerment by encouraging women employees to take on responsible positions at workplace and most importantly have women friendly policies and processes in place that facilitate their growth, development and active participation at the Workplace.

Marginalized Sections of Society including Tribals

Our aim is to include all in our sustainable business process and growth.

Respect everyone's view & perspective.

Respect, listen to, help and appreciate others.

Diverse ideas converging in for the same goal –

We believe that by encouraging diversity at the Workplace we are able to be more competitive, acceptable and appreciated in the markets that we operate.

Each one brings with them a special skill set and together we create a robust, sensitive and profitable organization and create value for our clients, employees and business partners.

Appreciation – of our differences – Promoting a culture of Unity in Diversity, which is embedded in the Indian Ethos.

CEO Statement of Support for the Women's Empowerment Principles

We, at Paharpur Business Centre (PBC), are committed to support the cause for advancing equality between women and men, its:

- ◆ An important Business case for us – Equality Means Business, it
- ◆ Brings the broadest pool of talent to our endeavors;
- ◆ Further our company's competitiveness;
- ◆ Meet our corporate responsibility and sustainability commitments;
- ◆ Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- ◆ Encourage economic and social conditions that provide equal opportunities to both women and men, girls and boys;
- ◆ Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage & urge business leaders to join us and use the Principles as guidance for actions that we can all take at the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our stakeholders.

AWARDS & ACCOLADES



PBC wins Silver Award at 5th Annual GreenTech HR Award, in May, 2015, in Bengaluru.



Team PBC receives 15th CII Excellent Energy Efficient Unit Award, in November 2014, in Hyderabad

Some of our awards are listed below:

- Kamal Meattle, CEO, Paharpur Business Centre has been honoured with the Leadership Award 2013 presented by Indo-American Chamber of Commerce (IACC)

- Received special commendation in CoreNet Global 2013 Awards for Industry Excellence, Economic Development and Sustainable Leadership
- Awarded by ET Now for World CSR Award under the category of Best Workplace in February 2013
- Paharpur Business Centre (PBC) has been awarded CII-ITC award for 'Strong Commitment To Sustainable Practices', for the year 2011
- Received National Award for "Excellence in Energy Management" from CII in September 2010.
- Received G-Cube Shrishti Award for Good Green Governance on April 22nd 2010 for our Environmental Initiatives
- Received Runner's up Award for "Corporate Social Responsibility" category from Cityscape Real Estate India in December 2009
- Received "Water Efficient Unit" Award from CII in National Award for Excellence in Water Management 2009 competition
- Received National Energy Conservation Award for "Energy Conservation Practices in Office Building Sector" in December 2009 from Bureau of Energy Efficiency (BEE)
- Mr. Kamal Meattle, CEO, Paharpur Business Centre is honored with Asia Pacific Entrepreneurship Award 2009 for "Outstanding Entrepreneur" in December 2009. Received G-Cube Shrishti Award for Good Green Governance on April 22nd 2008 from the Hon'ble Chief Minister of Delhi, Mrs. Sheila Dikshit
- Received Special Jury Recommendation Award for "Innovative System Design in IAQ" from Bry Air in 2008

Stakeholder Engagement Process– Recognizing the key partners & Collaborating for Mutual

OBJECTIVES:

We firmly believe in balancing stakeholder priorities and expectations – this is absolutely essential for responsible business performance – by doing this we effectively manage our business risks.

At PBC we ensure, that we meet and have a meaningful dialogue with our primary stakeholders, at least twice a year.

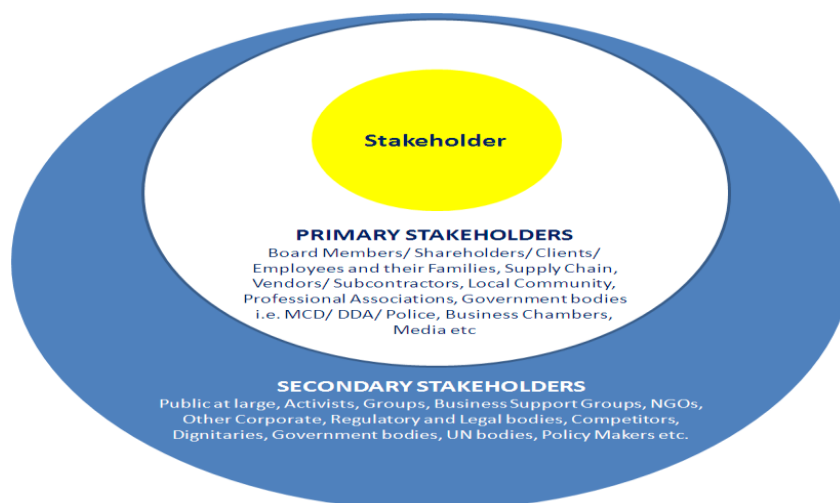
For this we use surveys, awareness campaigns, training sessions and face to face interaction, training & awareness campaigns, joint pitching, sponsoring common interest programmes etc.

During the current year, PBC initiated a broader stakeholder engagement; listening and acting on the inputs received from our stakeholders/interested parties to further improve our business performance & services.

Useful & Effective collaboration with our stakeholders to meet the challenges, ever changing business needs and demands, while consistently delivering sustainable value to all our primary stakeholders i.e. Employees, Suppliers, clients, communities in which we operate.

Our goal is not only to adhere but exceed conformance to the law & with this intent we have gone all out to include our important stakeholders i.e. customers, subcontractors, employees, etc in our various engagement processes - From our consultation with our major and critical stakeholders, the nature of challenge facing the company is clearly understood.

Our new cross business CSR approach is based upon a consistent framework, capable of accommodating the widely varying levels of achievement across our various business verticals and by taking cognizance of different social, environmental and economic priorities.



Stakeholder Mapping

The list of various stakeholders along with their engagement & association benefits to both is mentioned in the table below:

S. No.	Stakeholder [by priority]	ENGAGEMENT		BENEFITS TO	
		Method	Frequency	Business	Stakeholder
1	Shareholders	Management Meeting / Board Meeting	Half yearly / Yearly	Financial and budgetary approvals for investments in green and clean technologies, business strategies get ratified. Valuable inputs to improve performance, positive brand image	Clients get value for money services
2	Employees	Staff welfare meetings, Departmental Meetings with CEO, Inter- departmental meeting, management review meetings, committee meetings, events and celebrations.	Monthly	Enhance Productivity and Efficiency, increase in business, positive brand image	Increase motivational levels and enhance their capabilities, clarity on goals and objectives, personal and professional growth, monetary emoluments
3	Customers	Letters / Presentations / Meeting / Customer Satisfaction Surveys/ Feedback / Annual Parties / Get together	Daily / Weekly / Monthly / Annually	Enhance the business, Building up of Trust and loyalty, positive brand image, inputs on improving the services and business	Quality services, Increased service efficiency and effectiveness
4	Family of employees	Picnic / Family Day / Annual Get-together	Annually	Motivated Team and Happy workforce, Loyalty, retaining talent.	Sense of Pride, achievement, oneness, Sense of belonging (part of PBC family) Endorsement by family of an employee's choice of employer
5	Suppliers / Vendors / Subcontract or	Visits and Annual Meeting	Regularly / Yearly	Relationship building, Building of trust and faith, transparency, better negotiations and better value for money as credibility is established, branding, learning and awareness process, out of the box innovation / customization of product and services	Strong Business relationship, trust level increase, credit safety, learning and awareness process, out of the box innovation / customization of product and services, increase business and orders
6	Government	New Policies / planning for business / industry, Laws	Regularly	Get a platform to place their concerns to the government	Support from the industry and corporate
7	Community	Initiatives on community development and various important	Regularly	Credibility/positive brand image, Goodwill of people, perceived as a responsible corporate	Better engagement process for the community, community gets a platform to voice

		days			their concerns, apprehensions, appreciations and suggestions
8	Investors	Meetings, Presentations, Seminars and conferences	Regularly	Access to money, grants / loans. Growth and diversification opportunities, new business segments and projects	To deal with responsible corporate, technology partner, Growth and diversification opportunities, new business segments and projects, last but not the least attractive returns on their investments and risk hedging
9	Media	Electronic and Print media - Publication, Articles, interviews	Regularly	Positive brand image, Creating awareness about the business entity, indirectly it impact the sales and market value	It's a win-win situation media gets story to tell especially when it is innovative and new and create a niche
10	Industry associations	Meetings, Presentations, Seminars, trainings, workshop and conferences	Regularly	Knowledge sharing, bridge between industry and govt. for framing policy that aid businesses.	Credibility Enhances, get more corporate / members / followers

STAKEHOLDER ENGAGEMENT: PROPAGATING GREEN BUSINESS PRACTICES



PBC has always lent a supporting arm to The Climate Reality Project India (TCPI). TCPI is the India chapter of Nobel Laureate Al Gore's, The Climate Project. It was established in March 2008 with a mission to create awareness on man-made climate change and to help India respond.

Our CEO, Mr. Meattle is the trustee to TCPI. PBC has partnered with Climate Reality India in various awareness campaigns and other initiatives. PBC has been giving continued support to its Teacher's Training Program to be undertaken in collaboration with Delhi Government.

The aim is to take the climate message to 10,000 teachers from 5,000 Delhi Schools and ultimately reach out to 1 million children. This will help children in understanding the factors behind climate crisis and how one can act wisely to reduce the adverse effects of climate change.

These training programs aim at inculcating eco-friendly habits within the children so that they are not only aware of the climate change of the environment but also make resolutions; implement them and act accordingly.

PBC actively supported the "Why Why Not" Campaign. This campaign showcased Zero Tolerance to Excuses for not being responsible towards the environment. The campaign encouraged children to come forward as an ambassador of climate change revolution. This competition targeted children aged between 13-21 years as they are the most vulnerable to Climate Change crisis. **They had to perform a small task of asking questions to the world leaders as to how they are planning to contribute in the revolution of changing the world.**

Prominent leaders and politicians from across the globe, geared up for a dialogue on this imperative issue at the United Nations (UN) Climate Summit on September 23rd, 2014 in New York City (NYC).

The Communication team of PBC put in rigorous efforts to promote this campaign on social media and also encouraged its employees and in-house clients to contribute to this campaign.

TRAINING SUPPLY CHAIN

PBC purchases goods and services — ranging from office furniture to promotional items.

It is PBC's firm belief to promote local vendors & suppliers. This not only promotes the local expertise and talent but also positively impacts our carbon footprint. We try and promote at least 80 % of our significant group of suppliers that are located near our operations.

PBC follows a global sourcing and relationship management strategy for materials and services worldwide with a special focus on the top suppliers of critical goods and services. We maintain strict quality, environmental, ethical, health and safety, and labor standards in our own operations — and we insist on responsible standards and licenses from our external manufacturers.

We try and do at least 80% screening of our significant vendors / subcontractors by physically visiting the sites based on human rights, labour standards, Social Accountability and Occupational Health and Safety Standards.



PBC is committed to diversity both in our workforce and among our suppliers. We cast the widest net in our search for talent, seeking qualified suppliers, large and small, from all segments of the business community, encouraging and promoting women suppliers.

Training programmes are also held to upgrade their awareness levels and knowledge of the materials they supply to the Business Centre. We ensure the use of only eco-friendly products. This is a regular practice and we interact with them; organize special training programs for them so that they fully understand the extent of our quality, social and environmental specifications. We constantly update them on our new services, requirements, customer specifications etc.

Annually we train at least 20-25% of our significant vendors and subcontractors on different issues relating to health & Safety, Environment, Good Labour & Human Right Policies, HIV-AIDS & our Ethical Practices. Undoubtedly, a company can never be successful in achieving its objectives without proper support from its supply chain. By imparting training sessions to the vendors and suppliers, we ensure that all of them are in sync with our beliefs and goals, and share the same vision.

AWARENESS CAMPAIGN FOR PBC TEAM AND CREW MEMBERS



Change is the only element that stays constant in life. And a change is beneficial if it is for good. To bring a change in the society one has to bring about a change in one-self. With this belief, PBC has started a training program, “Green-Preneurs” this year.

Green-Preneurs aims at training PBC team members including lower staff about the importance of environment. They are made aware of the environmental problems like global warming, floods, cyclones, earthquakes etc and the reasons behind it.

At PBC, we educate them how we, on our part, can do our bit to curtail such problems. We have integrated these green practices and measures at operational levels. Our housekeeping team uses only green guard certified products for cleaning. They also ensure that no water and land contamination takes place while carrying out the process of cleaning at PBC.

Similarly, every department has been instructed to follow some common as well as specific instructions to upscale the green-o-meter. We motivate people to follow those instructions and keep a close vigilance on the implementation.

Other than this, we also train them about the repercussions of air pollution and the advantages of good air quality. Our Indoor Air Quality team trains employees about small measures that everyone can execute at their homes to breathe fresh air and stay healthy.

This is how we have been creating **Green-Preneurs** aka Change Leaders to bring innovative ideas, strategies and new developments in place so as to ensure that we derive effective results.

DURING THE YEAR 2014- 15, WE HAVE ADDRESSED THE TEN PRINCIPLES OF UNGC AS UNDER:

A. HUMAN RIGHTS

I. SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

We believe that business has an important role to play in promoting and respecting the advancement of fundamental human rights, while not supplanting the primary obligations of Governments to protect the human rights of all people within their borders and as members of the international community.

Supporting human rights is not only the right thing to do, but also makes business sense—companies that violate internationally recognized human rights are not sustainable.

Ethical behavior towards our employees and suppliers, including the payment of decent wages and the provision of safe and hygienic working conditions, are the essential building blocks for our current and future business.

We recognize the rights of our employees and treat our staff with dignity, respect and fairness within a safe working environment. Health & Safety are the two key factors guiding our business.

“We recruit locally, encourage high degrees of local autonomy and share ownership where appropriate”.

We pursued with a mission to educate our employees about organizational commitment to human rights through regular trainings & workshops. These trainings helped our employees to understand the principles of human rights and how it is to be implemented in their respective business verticals. We also made sure that each Head of the Department clearly understood the risk emerging by not following this.

We ensure strict adherence to laws enacted by the Government of India, to protect the interests of the workers. We follow Shops & Established Act. SA 8000:2008 certification cements PBC’s commitment on staff welfare & social accountability. Through this PBC reinforces its commitment to basic rights, freedom to all, fair wages, equal opportunity no discrimination on any account, Inclusivity, training & skill development, health, safety etc.

A fair and open channel of communication is maintained for all personnel at the work place. Human Rights are clearly identified as a non-negotiable instrument and is addressed in detail in our Management

Standing Instructions (MSI) - Our Code of Conduct expresses implicit support to the UN Declaration of Human Rights.

II. ENSURE THAT THE ORGANIZATION IS NOT COMPLICIT IN HUMAN RIGHTS ABUSES

There has been no instance of the company having abused human rights in any manner. Our organization realizes that the prompt handling of grievances of employees and customers is of paramount importance in upholding of human rights and accordingly, we have framed procedures to address such grievances.

We encourage the development and growth of our staff through regular appraisals, personal improvement & development plans.

- We do not permit any kind of harassment or abuse of our employees.
- We regularly monitor the working practices and the employment policies of our suppliers and promote improvement.

Under SA 8000:2008, we have a separate process on Grievance Handling, through which all employees are able to voice their concerns, queries, doubts, clarifications, grievances etc. The purpose of this procedure is to establish, maintain and ensure a suitable and effective method for handling grievances of personnel deputed at PBC, including workers provided by the sub contractors.

The idea is to have a workplace that is sensitive to our most important stakeholders i.e. our workforce & that ensures their well being, while they are with PBC. This is taken very positively as part of our continual improvement programme. Any grievance or suggestion & not taken adversely by the management, wherein our team members get apprehensive about filing any grievance, on the contrary these are considered as opportunities for improvement.

No records of an employee's use of the grievance procedure are kept in their personnel file and during their performance evaluation; this is not taken into accounts.

As stated earlier, there has been no instance of the company having abused human rights in any manner. Apart from this, we encourage employees to express views; raise issues in forums meant for their interaction with management, where they are free to give suggestions and seek clarification for any doubts, in a fair manner.

We have a suggestion box for our team members to fearlessly give their ideas / suggestions for improvement in our system. We also have a unique communication system- internal mailing system.

All employees have quick and easy access to HR personnel & Senior Managers, in case of any urgency.

B. LABOUR STANDARDS

III. UPHOLDING THE FREEDOM OF ASSOCIATION AND EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

PBC realizes the collective strength of its employees and treats them as effective partner towards the goal of achieving continuous sustainable growth and hence no objection is raised on employees to join any trade unions thereby ensuring freedom of association to all its employees. However it is stressed that they do it in a disciplined manner without harming the sanctity of the workplace.

This is communicated through various training programmes and implemented through the Social Accountability (SA 8000) processes.

Till date, no instances of strikes / lock out etc have ever taken place at PBC.

A noteworthy point here is that a large part of our crew members have been with us for more than five years, this shows the trust and faith that they repose in the management of PBC and also proves the management's commitment to their personal development and welfare.

There have been several instances when a lot of our crew members who had left, rejoined us, this once again proves PBC's commitment to fair business practices.

We also we have a "Workers Representative" (WR), who engages with our crew-members and understand their queries, requirement, needs, grievances, issues etc. and bring them to the notice of the management, on a monthly basis. These are then discussed with the Management Committee and HR & actions are taken to resolve all shortcoming if any.

The Workers Representative (WR), is part of all Review Meetings, Audits & Internal meetings with the management, so that the workers perspective is thoroughly presented to the management.

IV. THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

PBC believes in voluntary labour and does not believe in all forms of forced & compulsory labour right from its inception.

Regular & Periodic Audits, both external & internal are conducted for compliance with SA 8000:2008 and compliance to UNGC principles.

Apart from this there are unannounced / surprise audits conducted by the certification body & Social Accountability International (SAI)

V. THE ORGANIZATION SUPPORTS EFFECTIVE ABOLITION OF CHILD LABOUR

We prefer business partners / suppliers, who treat their employees similarly as we do. PBC follows the Delhi Shops and Establishment Act, according to which, the age limit prescribed for child labour is below 15.

However, we have gone beyond this and have prescribed the minimum age limit as 18 years for employment at PBC. No person below this age can be employed in PBC, whether directly or indirectly, thereby ensuring that child labour is not practiced.

By setting the minimum pay scale as per the government norms we ensure that our employees get decent wages and working conditions encouraging them to send their children to schools rather than to work.

All our contractors & vendors are also required to scrupulously follow the laws/ rules and regulations in respect of engagement of Child Labour.

This is addressed through our contract agreement, vendor declaration & regular engagement programmes with our Vendors and suppliers.

In our SA 8000:2008 systems, we have a separate process defined on Child Labour – Remediation Plan Procedure No. SA2.

The purpose of this procedure is to establish, maintain and ensure a suitable and effective process for detection & prevention of child labour & its remediation, which covers all personnel deputed and also include workers provided by subcontractors.

VI. ORGANIZATION PROMOTES ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT

The organization does not believe in any kind of discrimination at workplace. At the time of recruitment only qualification of a candidate to deliver effective performance is considered and yes if all is equal, we give special preference to women, candidates from marginal / economically weaker sections of the society and differently-abled. There have been “Zero” incidents of discrimination in the reporting period.

Yes in the above sense we do practice “positive discrimination” to have a diverse workforce.

We have adequate policies in place to firmly deal with these and apart from this it also is detailed in our MSI and processes under ISO.

We ensure 100% compliance to these. Our objective is to go beyond compliance. The organization does not believe in any kind of discrimination based on caste, colour, gender, religion or region. We strongly believe in inclusivity and vehemently oppose discrimination at workplace.

It is evident from the chart given below that Schedule caste & tribes constitute almost 10% of our total

workforce and we hire people based on competencies and their ability to carry out the defined tasks. Any other factor apart from this is not considered.

We practice Affirmative Action, as it promotes a diverse workforce and gives opportunities to all in order to have sustainable livelihoods. We also strive to create awareness about the importance of Affirmative Action to enhance social stability & cohesion and to make it into a practical solution for the corporate sector and businesses.

We recognize the need to reorient people's attitude towards persons with disability & persons from the marginalized sections of our society.

Inclusivity Data:

Category	No. of Team members	Percentage wise
General	156	92%
OBC	5	3%
SC	7	4%
ST	1	1%
Grand Total	169	100%

“Skill Development Initiative: Taking on Fresh Interns & providing them on the job training on various business verticals including Technical & Soft skill development”.

PBC CELEBRATES WOMAN POWER

PBC welcomes the provisions of the Women's Empowerment Principles (WEPs) – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and United Nations Global Compact.

We are one of the seven signatories to UNGC and WEPs and the only mSME to demonstrate the commitment to Women Empowerment.

PBC has adopted the seven steps in order to empower our women employees. We have a policy in place to address this as part of our business strategy. An important business case for us – Equality Means Business Equal treatment of women and men is not just the right thing to do – it is also good for business.

At PBC, we constantly work towards removing barriers that help in changing the mindsets & stereotypes.

Model behavior within our organization reflects the society we would like for our employees, their families, fellow citizens and communities where we operate in.

We have women friendly policies at work to facilitate them and simultaneously help them balance their work, home, children and family.

- Flexible working hours, part-time jobs, work from home option, 'be consultants' and 'come-on-specific days' etc. are some of the provisions tailor-made for our women employees
- Extended Maternity Leaves
- A medical insurance policy in place that covers maternity from day one
- Providing manned cab facilities to the women employees - after 7 pm and until 7 am

WOMEN AT PBC HOLD THE HIGHEST MANAGEMENT POSITIONS –FIRST CHIEF OPERATING OFFICER @ PBC – A LADY



With over 18 years of experience in staffing and real estate industry, Ms. Shruti Guleri is all ready to carve a niche for herself at the Paharpur Business Centre (PBC).

Earlier she has worked with PBC for four years ('97 – '01) as marketing coordinator, handling the Sales and Servicing Team. She was also responsible for research & marketing, business development, client relations and setting up delivery mechanisms for the new accounts.

- In July 2014, she re-joined PBC as its Chief Operating Officer (COO) spear heading Sales, Marketing and Operations.
- Ms. Guleri is fully committed to a sustainable way of doing business and by supporting innovative concepts that bring about a rewarding change in Business.
- The winner of **Global Power Award – 2008**, Ms. Guleri brings a lot of experience after giving a versatile touch to her profile through the experiences that she gained in those years, decided to re-join PBC.
- This multitasking COO spends her leisure time driving, experimenting with her photography skills and volunteering in the developmental activities pertaining to the society. She is an avid reader too which is, perhaps, the secret behind her huge knowledge base.

These policies make PBC an attractive work- place for women

PBC recognizes that Sexual harassment is an issue at workplace and addresses it proactively, by having regular awareness and interactive sessions with PBC team members.

We encourage “Open Door Policy” for our women employees to ensure that their specific grievances are addressed in a timely manner

PBC enjoys the reputation of being a safe and secure place for women employees.

As an organization, we strongly feel that synergies between the two genders can truly result in sustainable development of an entity, organization & a Nation as a whole.

Women at PBC hold the highest management positions.

Synopsis of PBC's Workforce

Total No. of Employees at PBC: 169

Gender Ratio (F: M): (15:85),

Managerial (Female: Male): (32:70)

Non Managerial (Female: Male): (12:88)

Category	No. of Team members	Percentage wise	Managerial Position (in Nos.)	Non Managerial Position (in Nos.)
No of Female of PBC	26	15%	10	16
No of Male of PBC	143	85%	23	120
Total Employees	169	100%	33	136



WOMEN'S DAY CELEBRATION

On the occasion of Women's Day, we organized a small get-together party for the women employees. As a part of our Health and Wellness initiative, at PBC we decided to organize a small kitty party that would enable all women employees to come forward and talk their heart out so that their heart and mind is at ease.

They talked about managing time effectively at home and office, in the plight of reducing the stress that can be caused for not being able to do so. PBC HR tem also circulated few helpline numbers and other important contact numbers with them suggesting them to use as and when they feel its necessity. The approach was kept casual, in order to make all comfortable.

In addition, through social media platforms, PBC joined the "Make it Happen" hash-tag campaign. The communication team of PBC posted a short inspirational poem encouraging women across the globe to stand up for their rights; trust their skills and stay focused to make their dreams happen.

C. ENVIRONMENT

VII. THE ORGANIZATION ADOPTS A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

- A. PBC is a 25 year old building, located in Nehru Place Greens, built to government design. It is the first office building in the country to be USGBC LEED Platinum certified under Existing Buildings (Operations and Maintenance) category - truly a sustainable building.
- B. It is also a BEE 5 star rated building with an AAhEPI of 28 wh/hr/sqm
- C. An eco-friendly building inflicts minimal footprint on the environment while enhancing occupant comfort and efficiency.
- D. Typically, environment-friendly architecture tries to optimize the performance of a building, and preserve and protect important resources like water, land, and energy. This is accomplished through an integrated approach to architecture, blending design issues, energy-efficient materials, construction techniques, effective building systems including waste management and taking advantage of renewable energy supplies.
- E. To achieve true environment-friendly architecture, eco-friendly ideas need to be supported by everyone involved in the process from design to construction.
- F. It is our absolute belief that care for environment can alone help us in addressing the Climate Change issues and take us through this difficult phase.
- G. With regard to our environmental initiatives – relating to energy management, water conservation, reduction of our carbon footprint, use of sustainable resources, waste management, local procurement, indoor environment etc, we manage them on a day to day basis, the results are tangible and our system addresses it very substantially.
- H. PBC has undertaken various projects, implemented strategies and taken several initiatives to make PBC a high performance and a truly green office building.

ENERGY MANAGEMENT PRACTICES

Energy management practices followed at PBC help in reducing our operating costs without impacting the quality of life. Direct energy consumption from primary energy source is from BSES (utility provider) and we don't have any source for Indirect / Renewable energy.

Our results show we have benefited from these practices, resulting in a 30% reduction in the electricity bills. We are continually working on these practices to further improve our energy efficiency footprint.

PBC is also a Bureau of Energy Efficiency, Ministry of Power, Govt. of India, 5-star rated building, with average annual hourly energy performance index of 28 W hr /hr /sqm and currently operating at < 22 wh

/hr/ sqm since 2014 and targeted to operate at 15 wh /hr/ sqm. *As a result of several Energy Efficient Practices, PBC has reduced its sanctioned MDI from 850 KVA to 325 KVA.*

WATER MANAGEMENT PRACTICES

At PBC, water has always been considered as a precious resource, which is monitored at all inlet and outlet points on daily basis. As water demands and environmental needs grow, recycling & reusing of water plays a major role at PBC, helping us to conserve and sustainably manage our vital water resources in a sustainable manner.

Monitoring & Reporting System

We have also put conductivity meter in condenser water line for online measurement of water hardness. This helps us minimize unnecessary bleed off. Daily monitoring and recording of the water consumption at each area of consumption is done in order to control any kind of water wastage.

Source of Water at PBC™: Primary Source is Delhi Jal Board (Utility Provider) and for any additional requirement of Water, water is sourced & bought.

Monthly Water Consumption Data - The Bench Mark for water consumption is 45ltrs per person per day as per building by laws.

WASTE MANAGEMENT



4 R's - Refuse, Reduce, Reuse, Recycle is our mantra for managing waste.

At PBC, we segregate waste at the point of its generation.

- We have separate bins for food, plastic, paper etc. Food waste at PBC is converted into organic nature manure through vermi-culture with the help of worms. Further, this manure is used for indoor plants.
- Effluent from the kitchen is treated through Oil and Grease trap installed in the Kitchen and as per DPCC norms the parameters of the discharge is periodically tested from DPCC approved Lab. Results are within the specified parameters.

- We recycle paper and plastic waste. Several trees are chopped down in order to produce papers. At PBC, we try to minimize the usage of papers by following various simple practices. Instead of circulating paper notes/chits, we prefer using our emails, setting up reminders in the computers etc.
- We reuse one-sided paper & promote communication thru I-mail/ E-mail.
- E-waste is discarded through e-waste recyclers and useful equipments/parts are combined to form usable machines.

BREATHE EASY™ - INDOOR AIR QUALITY

Good air quality is imperative for a healthy environment. Stationary adults typically inhale 6 to 10 liters of air every minute, and a total of approximately 15 cubic meters of air pass through the lungs of a moderately active adult daily.

‘WE GROW FRESH AIR’: PBC has taken a holistic approach towards improving indoor air quality while making the building more energy efficient and this has been possible because of its unique bio-technology, “Indoor air Quality” system.

This biotechnology is an innovation of Mr. Kamal Meattle, CEO, PBC. This patented bio-technology is used to remove chemical toxins like VOCs from the indoor air while enriching it with oxygen.

We do it with the help of >1,200 plants. We use mainly three common houseplants; Areca palm, Money plant and Mother-in-Law’s Tongue. All of them detoxify indoor air. Areca Palm and Money plant produce oxygen during daytime while Mother-in-Law’s tongue produces oxygen during night time. This is how the flow of oxygen within the building is kept constant. Air inside PBC as fresh as one would find in Davos or Gulmarg.

Studies have proven that it has resulted in reduced absenteeism due to fewer sick days and up to 20% higher productivity of the occupants at PBC. Salary and perks makes a major chunk of expenditure pie of every company. However, by improving productivity level an organization can actually draw optimum benefits from this, further saving salary expenses and concluding that working out of this building can actually nullify the amount invested in renting the space for work.

Our IAQ system is retrofitted in our (existing) building. By reducing the demand of fresh air on supply side it has been able to reduce the load on HVAC system saving approximately 10% of energy due to this.

VIII. THE ORGANIZATION INITIATES PROMOTION OF GREATER ENVIRONMENTAL RESPONSIBILITY

Environmental awareness among PBC team members & stakeholders our values encourage and motivate us to have a partnership with our customers, employees & other important stakeholders, driving the organization towards sustainable development.

Due to our inherent values and environmental sensitivity, we are perceived as a great place to work for.

Some of the initiatives for promotion of our environmental responsibility towards community & stakeholder:

NEW YEAR CELEBRATION WITH GREEN RESOLUTION

To mark the beginning of the New Year 2015, PBC-ians took an oath to stay green and protect our Planet Earth.

PBC began this year 2015 with new hopes, unwavering commitments and Positive Green Vibes.

Additionally, we also asked all our stakeholders to come up with their own resolution and share the same with us.



EARTH HOUR AT PBC

On 28th March 2014, the planet of life – Earth, witnessed the “Earth Hour” phenomenal sweep across the globe. Like every year, PBC participate in this movement by switching off the lights for an hour in the building and also encouraged its team, suppliers and customers to follow the same at their individual homes.



Join the movement

Take your first step towards changing climate change by
Switching off the lights at your home & office for one hour

@ 8 pm

The countdown has begun . .

Image Source: <https://www.earthhour.org/>

EARTH DAY CELEBRATION AT PBC

On the occasion of Earth Day, Paharpur Business Centre (PBC) partnered with In AWE and Earth Day Network to organize a conference that demands solutions to all the problems pertaining to our planet, our lives.

“Smarting the Existing” is the brain child of In AWE which is a year old magazine. It got established last year on the eve of Earth Day, and is celebrating its anniversary by organizing a conference that will take a holistic approach in coming to conclusions on various segments like Energy, Water, Waste, Health, Environment, Urban Development and more.

The founder of the magazine could not find any other Green Venue, suitable and fit for this conference, as Paharpur Business Centre (PBC).

This conference raised the bar of curiosity of many who were willing to visit PBC - an experience centre.

On this occasion, our CEO, Mr. Kamal Meattle, spoke about simple ways that can be adopted to improve human health and productivity.



Ms Smruti Sweta, Dy Manager, Corporate Communications, PBC



Mr Kamal Meattle, CEO, Paharpur Business Centre



Mr Barun Aggarwal, Breathe Easy

PBC CELEBRATES WORLD ENVIRONMENT DAY

On the occasion of World Environment Day, PBC and its IAQ division, Breathe Easy joined hands with In AWE to create awareness on Health & Wellness Initiatives at Work Place and the Remedies of Air Pollution.

The event was organized in DLF Promenade, Vasant Kunj. It was a day-long event that began before noon and ended by evening.

For PBC, the first building outside Australia to be NABERS certified for its good Indoor Environment Quality, Health and Wellness of the occupants come first. Therefore, we have taken various measures to ensure that Human Experience is enhanced. We have created modules that are not only environment-friendly but also enhance the Health Quotient of people, further up-scaling their satisfaction level. To let people have a glimpse of our office space so that they get to know and believe that it is possible to stay healthy even one is working and even in the World's most polluted city, Delhi, we arranged a virtual tour of our building through an album.

The event was a success. Our objectives for organizing the same with a different concept were met.





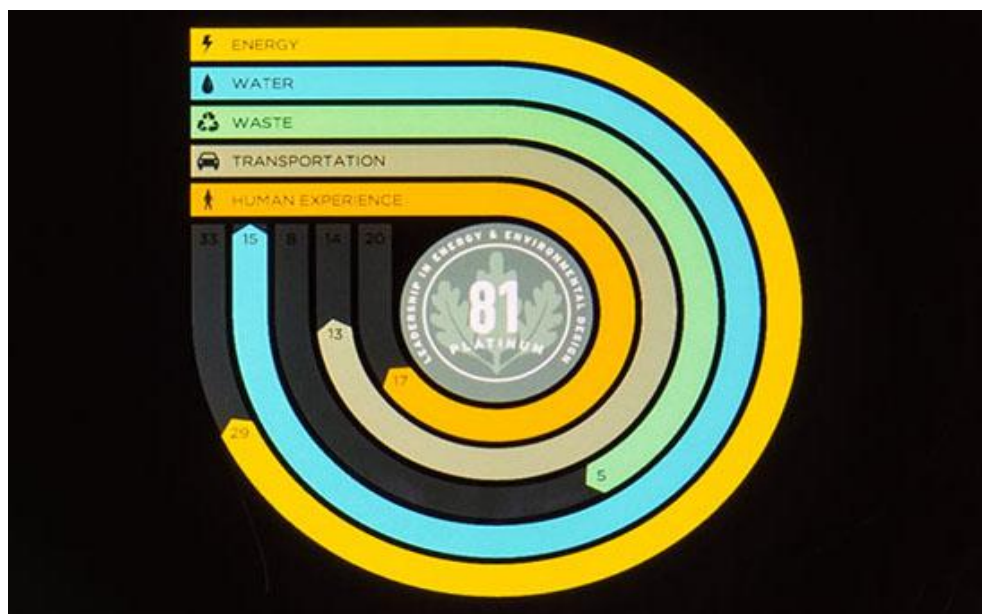
IX. ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

FIRST MAJOR INITIATIVE: LEED DYNAMIC PLAQUE INSTALLATION

We became the first office building in India to install USGBC 'LEED Dynamic Plaque' and with this we became a "LIVE" building.

The LEED Dynamic Plaque is a building performance monitoring and scoring platform. It measures the building's resource use on a real-time basis. It keeps a tab on all the parameters that constitute a building's performance. They are: Water, Energy Consumption, Waste Reduction, Transportation and Human Experience.

Recently, both the teams; USGBC and International Well Building Institute (IWBI), visited PBC to install the LEED Dynamic Plaque. To name a few, Rick Fedrizzi, CEO and Founding Chair, USGBC and CEO, GBCI; Mahesh Ramanujam, COO, USGBC and President, GBCI; P Gopalakrishnan, Director and Head, Asia Pacific & Middle East, USGBC; and Kamyar Vaghar, Strategic Advisor, IWBI were a part of the panel.



“PBC is a true leader in the sustainability arena,” said Mahesh Ramanujam, COO, U.S. Green Building Council. “By being the first building in India to have the LEED Dynamic Plaque, they are paving the way of future building performance. Similar to the way LEED undeniably changed the face of the modern design and construction markets, so too will the LEED Dynamic Plaque change the way we think about building performance from now on.”

The Dynamic Plaque is said to be a platform of public declaration of a building’s environmental/ sustainable efforts and an Ultimate Mentor that helps the structures in maximizing their Green Potential on an ongoing / continual basis.

Mr. Rick Fedrizzi and Mr. Ramanujam along with their other team members installed the online interface of Dynamic Plaque and handed over to our CEO Mr. Kamal Meattle, creating another landmark for PBC.



USGBC LEED and IWBI Team handing over the Dynamic Plaque to Team PBC

As compared with other buildings in the same locality, PBC has a far better air quality, in the world's most polluted city. The air quality inside PBC shows a reduction of 55%, 77% and 82% for CO₂, PM 2.5 and PM 10 levels, respectively. VOCs in PBC are below detectable levels. Air Quality inside PBC is as fresh and clean as one would find in the mountains. IAQ at PBC conforms to ASHRAE and WHO specified guidelines.



(From left to right) Rick Fedrizzi, Kamyar Vaghar and P. Gopalakrishnan



The guests were happy to learn about the benefits of a technological innovation at PBC i.e. integration of HVAC with IAQ system. IAQ system plays a key role in maintaining Indoor Environment Quality in PBC's building. Therefore, PBC has created a Green House, which helps in detoxifying and cooling the air that is taken from the outside, and it is done before pumping it into the building. Green House is the Green Lungs of PBC.

SECOND MAJOR ACHIEVEMENT: NABERS & CETEC 5 PALM RATING



(From left to right): Kamal Meattle, Dr. Vyt Garnys, Barun Aggarwal, Shruti Guleri and Smruti S Samantray

National Australian Built Environment Rating System (NABERS) is a performance-based rating system for existing buildings, which rated the Paharpur Business Centre based on its measured operational impact on the environment on several parameters including indoor air quality, ventilation and levels of pollutants.

While announcing the first international certification for NABERS, Dr. Vyt Garnys, Managing Director, CETEC Pty Ltd said, “PBC qualified NABERS parameters by using unique technologies in combination with best practice and extremely high aspirational targets set by the owners.

PBC addressed achievement of high Indoor Environment Quality by attending to control all pollutants such as fine particles, CO₂ and enhancement of oxygen levels by the use of plants and mechanical practices. The lighting levels, noise and comfort parameters were controlled by continuous recording and attention to data of the building’s operation. The outstanding feature of the NABERS rating was the exceptionally high ‘occupant-satisfaction score’. This is one of the highest score that has been achieved by the Australian NABERS protocol that we have measured so far. Satisfied tenants are gold for their own business as well as for PBC’s tenants’ retention. Finally, this high tenant satisfaction also indicates high occupant productivity which is vital for India’s recovery.”

Mr. Peter Varghese AO, Secretary of the Department of Foreign Affairs & Trade, Australia Government say, “Being performance based, a NABERS Indoor Environment rating provides proof that the technologies which have been implemented at PBC have been commissioned well, are being managed well, and are providing tangible benefits to the building’s occupants in the form of a more comfortable and healthy workplace.

This rating shows that the team at PBC understands that operating a truly sustainable building means not just minimizing its impact on the environment, but also maximizing the wellbeing of the people who occupy it. The investments that have been made into making this a high performance building will provide widespread returns, as healthy, comfortable occupants become more productive employees and more energized citizens.”

Mr. Kamal Meattle, CEO Paharpur Business Centre, added “Given that Delhi’s air is practically unfit for breathing; it is great that we have a third party verification of good air quality at PBC – for wellness and productivity of our occupants. People working in buildings need to keep well and it is a well known fact that indoor air is 10 times more polluted than outside or ambient air. What does one do, when the ambient air is itself unacceptable?”



Mr. Jahangir Khan (Joint President and Director) with Dr. Vyt Garnys and Mr. Meattle



Bruce Murphy (Counsellor – Industry and Science
Australian High Commission – New Delhi)



Team PBC with Dr. Vyt Garnys

He further added, “PBC cares for its occupants – their Wellness. This goes beyond its USGBC LEED Platinum and BEE 5 star rating. We have achieved a 4 star rating for our Indoor Environment Quality, in NABERS’ assessment.”

Barun Aggarwal, Director, Breathe Easy™, IAQ Division of PBC said, “We are delighted to be the first recipient of NABERS Certification outside Australia. It reiterates our commitment to Occupants’ Health & Wellbeing in a built environment by ensuring excellent Indoor Environment Quality. Air Quality Solutions has now started gaining momentum in India. It is one of the critical components of Indoor Environment Quality. PBC, now being certified with a clear International certification, paves the way for others to replicate healthy indoor environment at homes and offices.”

A CUP OF MOUNTAIN FRESH AIR IN GREEN CAFÉ?

You would surely go to café expecting to experience the taste of coffees of different flavours blended with roasted and grounded coffee beans. That aroma does strike your heart, mind and taste-buds. But experiencing a mug of freshly prepared coffee with fresh and oxygenated air. Have you ever been to a café that enhances human productivity, and health quotient, in a natural way?

Café Einstein is one such unique café that operates with a concept of not just providing delicious and health food but also in offering mountain fresh ambience to spend some time. This newly retrofitted café has CO2 levels lower than the ambient air, something equivalent to the purity of air found in operation theatre, making it one of its kinds.

It has an array of hydropones. Plants that are grown in hydrophones are normally 10% more efficient than those grown by conventional means of gardening. These hydroponically grown air-purifying plants help in detoxifying the indoor environment so that the occupant breathes fresh and oxygenated air that keeps his mind and body healthy throughout his presence in the building.

The indoor air quality inside the building conforms to ASHRAE and WHO specified standards and is as pure as one would find in Davos or Gulmarg.

What’s more?

Food quality conforms to ISO 22000 and FSSAI guidelines. One can get a range of cookbooks to go through along with wi-fi facility that can be arranged on demand.



GREEN DIWALI

Delhi is unfit for living between Diwali and Holi because of the elevated levels of air pollution.

Therefore, PBC decided to organize campaigns that can raise awareness amongst the people as to why all should say no to fireworks and says yes to a green Diwali while promoting Community fireworks as a corrective measure to celebrate this festival.

We organized two campaigns:

1. Placard Campaign

All our employees at PBC actively participated in this campaign to spread the word, “Say No to Fireworks” and we let it free on social media platforms for people to join this revolution.



2. Campaign In collaboration with Select City Walk



Breathe Easy, IAQ Division of PBC Collaborated with Select City Walk, one of the biggest malls in South Delhi to promote the campaign, “Say No to Fire Crackers”.

We had placed signing boards at strategic locations so that people come and sign their names with a message and take an oath to not to pollute the city on this festival. It was an 8-day campaign and approximately 2,000 people took an oath to celebrate a grand Diwali not a loud one.



People signing the oath board to show their commitments towards Green Diwali



Some more supporters who agreed to say 'No' to fireworks on Diwali

NO TOBACCO DAY

On world, “No Tobacco Day”, we ran a virtual campaign on social media and on the TFTs placed inside the building like in elevators, rooms etc.

The intent was to get more convinced people leave smoking, hence have healthy lungs.



NANHI CHHAAN

With the motto of supporting Equal Opportunity for all while standing against the crime, female foeticide, every year PBC organizes a plantation drive in Nehru Place Greens Park. Wherein all the PBC members celebrate the birth of a girl child by making the proud parents plant a sapling in her name.

They also take an oath to take care of that plant the way they do for their child. This is a CSR initiative, and is known as, "Nanhi Chaan".





Promoting Girl Child and Planting Tress: PBC Team Members and proud parents of baby girls

BELIEVING IN GREATER ENVIRONMENT RESPONSIBILITY

Environmental awareness amongst PBC team members & stakeholders is always encouraged. This motivates us in establishing partnerships with our important stakeholders, driving the organization towards sustainable development.

Due to our inherent values and environmental sensitivity, we are perceived as a great place to work.

We have initiated several awareness programs for school children, employees, clients, community on climate change. Some of the initiatives for promotion of our environmental responsibility towards community & stakeholder are:

- Celebrating Earth Day & Environment Day in order to create awareness & scale the critical issues concerning our planet and relating them to the sustainability of our business.
- Regular interaction with school children to sensitize them to issues relating to environment i.e. water and energy management, planting trees for a better air quality, etc etc
- In-house employee awareness programmes

Environmental awareness amongst PBC team members & stakeholders is always encouraged. This motivates us in establishing partnerships with our important stakeholders, driving the organization towards sustainable development.

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We have initiated several awareness programs for school children, employees, clients, community on climate change. Some of the initiatives for promotion of our environmental responsibility towards community & stakeholder are:

- Tree Plantation and Cleanliness drives on the occasion of Earth Day & Environment Day.
- Regular interaction with school children, vendors, clients, community etc to sensitize them to issues relating to environment & water management
- Awareness Programmes for employees and their families.

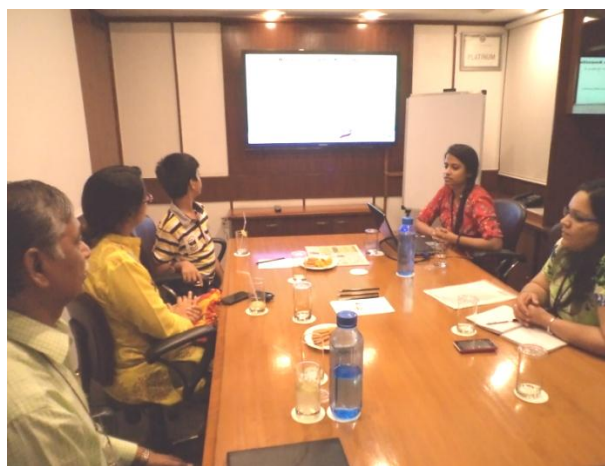
TAKING THE “GREEN” MESSAGE BOTH TO THE INDIVIDUAL STUDENTS AND SCHOOLS

With the belief that by educating children about sustainable measures one can help the generation to be environmentally responsible and wise, PBC has been proactively spreading awareness on green concepts amongst school children.

Team PBC regularly interacts and educates school / college students. They are made aware on the importance of energy & water conservation, waste management, resource optimization and natural ways to combat air pollution.

We demonstrate our various initiatives so as to make them aware that these are doable anywhere in any of the geographies of the World. Each individual can contribute in making our World a greener and more sustainable home for all and the coming generations.

We also organize workshops on training them about how to make bottle planters. To make this more impactful, we also ask parents or teachers to join the learning sessions.



During a training session for student and parents

D. ANTI-CORRUPTION

X. BUSINESS SHOULD WORK AGAINST ALL FORMS OF CORRUPTION, INCLUDING EXTORTION AND BRIBERY

PBC believes in doing business in a sustainable and ethical manner.

This is why we practice, promote and safeguard the anti-corruption laws at all levels of business. We are deeply committed to the principles of UN Global Compact.

We have partnered in various initiatives of GCNI, quite proactively. One of them is, “Business Case for Anti-Corruption in India” which is an anthology of case studies on anti-corruption. GCNI had taken up pressing corruption issues in Indian context, in a phased manner that addresses the sphere of public procurement, supply chain transparency, bribery and fraud, sustainability, ethical governance and more. Various renowned companies participated in this study and PBC was one of them. PBC is the only mSME that is a signatory to UNGC.

To assist GCNI in building a bioscope of anti-corruption and ethical practices being carried in different Indian organizations, we conducted internal audits to check the compliance of the procedures and update the same, so as to ensure that correct message is disseminated. By analyzing various internal case studies, we could project how we maintain integrity in business by adhering to anti-corruption and nine other principles. Under the “Zero Tolerance Policy” we have clearly indicated that PBC does not tolerate any unethical conduct or violation of policies.

To show our complete support to the GCNI’s initiative we came forward with some instances pertaining to the anti-corruption policy. While citing one instance of violation of ethics, conduct and policy, we have shown the way we tackled the situation and resolved it.

We have a dedicated Quality Assurance (QA) team that ensures that quality of services and business ethics are adhered to. It works conjointly with Finance, Human Resources and Legal Departments to check meticulously, that the standards, codes, regulatory and statutory requirements are met whilst controlling and monitoring PBC’s daily operations. Regular internal audits are conducted for the same.

We propagate the same to all our stakeholders (internal and external) to ascertain that all of us are on the same page. At PBC, we have maintained transparency in the business policies to nullify corruption and encourage ethical work culture.

In addition to the internal audits, we also organize Third Party Audits of different management systems. Each department has different set of SOPs and legal requirements which are modified and updated as and when required.

Our policy on Gift and Hospitality, mandates that no gifts or monetary favour should be taken by any employee or any member of their immediate family, from the contractors, suppliers, clients/ customers or anyone else having dealings with the company. In the circumstances where it is customary to do so, employees are permitted to accept such gifts of nominal value or favors provided that such gifts or favors are not extended and/or accepted for the purpose or with any personal interest or unethical purposes.

The company does not condone any violation of the law, unethical business, dishonesty or other participation in any illegal act such as bribery, fraud and theft. However, any employee violating the company's code of conduct and/or exhibiting unethical behavior is subject to an investigation and appropriate action is taken against the violator in an impartial / unbiased manner.

In addition, to ensuring and encouraging honest and ethical conduct, the said code also covers issues related to integrity, confidentiality, insider trading, dealings with outsiders, gifts & entertainment and penalty for breach/corruption.

The biggest risk for any organization is handling corruption. PBC sees corruption as a serious issue be it within employees; within authorities or within vendors. It strongly discourages such practices. PBC believes that strong values and ethics is the foundation of sustainable and profitable business and an organization's culture is the strong predictor of its market value.

Organizations with sound value system and strong ethics, along with its commitment to good Governance, are more likely to succeed than the ones that have scant regard for values, principles and ethics in business. Therefore, doing business responsibly and in an ethical manner is the only way forward for all to remain in business for times to come.

PBC intends to build an effective compliance program and risk mitigation programme and continue to raise awareness on ethical policies and practices within its stakeholders through training sessions for its employees, customers, vendors and other important stakeholders. PBC incorporates ethical practices in advertisement and promotional activities as it believes that business reputation and branding impact business enhancement & improvement.

In conclusion

Operating in 5 major Indian cities, GCNI's has vested efforts in establishing a semiotic relationship with the overall mandate and principles of UNGC, which is commendable. PBC appreciates the efforts that it has taken and has committed itself whole-heartedly to complying UNGC Ten Principles.

In addition to giving insights of company policies and regulations for case studies of GCNI, we have also shown active participation in various conferences, discussion forums and workshops organized by GCNI.

The story of our journey towards the achievement of UNGC Ten Principles continues.....

BUZZ IN MEDIA



Can Houseplants Really Clean the World's Smoggiest City?

CEO uses greenery to filter the filthy New Delhi air that doctors said was killing him.



Kamal Meattle, CEO of Paharpur Business Centre in New Delhi, India, grows 400 plants in his office building's greenhouse to help clean its indoor air.

PHOTOGRAPH BY WENDY KOCH

Wendy Koch

[National Geographic](#)

PUBLISHED DECEMBER 30, 2014



Relationship to Biodiversity

"Care for environment" has always been intrinsic to the business strategies of PBC and believes that a company cannot progress without keeping the welfare of the environment/biodiversity in its vision.

PBC adheres to a corporate policy that supports environmental sustainability in their business and has adopted a 3Ps (People, Planet and Profit) approach in its operations and products. The company and its suite of services are certified to ISO 9001 for Quality Management, ISO 14001 for Environment Management, ISO 22000 for Food Safety, ISO 50001 for Energy Management, SA 8000 for Social Accountability, and OHSAS 18001 for Occupational Health and Safety.

Built to mandatory Government design, PBC is the first retrofit building in India that is USGBC LEED Platinum EB certified (2010). It is also a BEE (Bureau of Energy Efficiency) 5 star rated green building, with an Annual Average hourly Energy Performance Index (AAEPI) of 28 kWh/sqm. This indicates that the building is energy efficient and has a lesser impact on the environment as compared to the conventional buildings. It has adopted various green technologies in order to reduce its carbon footprint, increase its energy and water efficiency, and manage resources properly. It has achieved 70 per cent energy reduction over the past two decades.

THE BREATHE EASY BUILDING OF DELHI - PAHARPUR BUSINESS CENTRE -It's more than just an Office & Conference Space!

Delhi is the Most Polluted city in the World. (Source: WHO study)

Air pollution is a grave health concern. It takes place both outside and INSIDE. In fact indoor air is typically 5-10 times worse than ambient air.

Indoor air pollution is the second highest killer in India after Road Pressure. According to a WHO study, indoor smoke can cause 37.5% respiratory infections and 22% chronic obstructive pulmonary diseases.

A Study by Rice University & Houston Fire Department EMS states that there is a direct correlation between suspended particulate matter (PM2.5) and exposure to PM2.5 and Ozone. Daily average increase in PM2.5 of 6µg/m³ per day over two days raised risk of CHCA by 4.6%. Each increase of Ozone of 20 ppb over one to three hours also increased CHCA risk, with a peak of 4.4%.



On average, we take 23,000 breaths in a day (about 12,000 litres of air). Hence, it is imperative that the air we breathe is oxygenated and low polluted.

Given this, there is a building in Delhi NCR which has found solutions to air pollution - Paharpur Business Centre (PBC).

PBC, a building that stands tall on over 50,000 sqft area has Indoor Air Quality (IAQ) that resembles the mountain air that you would find in Gulmarg and Dunes. It meets the ASHRAE and WHO Standard.

It offers ready-to-move-in Smart and Luxurious office solutions with "world class" amenities and conference facilities on plug-n-play basis in a mountain fresh air ambience. Built to compulsory Government Design, it is the first credit building in India, that is USGBC LEED Platinum EB Certified (under O & M category).

IAQ, the USP of PBC is a value to customers. It uses patented bio-technology to purify indoor air with the help of +1,200 toxin-removing plants. These are three carry-on-mat, common indoor plants: Arec Palm, Money Plant and Mother-in-law's Tongue. These plants not only detoxify indoor air but also produce oxygen and maintain its flow throughout the day.

There is a direct link between flow of oxygen and functioning of the brain. Our brain utilizes approx. 20% of the body's oxygen supply. Brain cells quickly begin to die when they are deprived of oxygen further leading to sleep apnea, fatigue, memory and judgement, less efficiency, low productivity etc.

IAQ at PBC system has helped the occupants in reducing the number of sick days significantly while enhancing the productivity level by 15-20%. Considering Delhi's pollution levels, this is quite an achievement.

PBC has an online real time monitoring system put in place which clearly shows that CO₂ levels inside the building is lower than the ambient. This indicates that it is growing natural oxygen in the building. It also publishes the results of its IAQ (imprints on its



website every day since 1996.

The U.S. Embassy's air pollution monitor covers the area of Chandrapur, New Delhi, India.

The data displayed is the U.S. EPA Air Quality Index on website: <http://newdelhi.usembassy.gov/airqualitydata.html>

Pumping oxygenated air has been seen in the casinos but this is being done in PBC, naturally.

It is perhaps the only flexible office & conference option in Delhi NCR with indoor air quality meeting USA ASHRAE standards to keep you healthy.

It has a coffee shop, "Cafe Literates" also known as "Green Cafe" (for its lower CO₂ level over ambient) & is perhaps the only cafe to have six International Certifications: ISO 9001, 14001, 22000, 50001, SA 8000 & OHSAS 18001 and one of the few that is certified to ISO 22000 standards for food safety management system.

Indoor Air Quality @ PBC is par excellence & it matches with the best of the office buildings in the United States of America. IAQ system can be implemented in every building that has controlled Air-Conditioned system.

Breathe Easy™, IAQ division of PBC provides solutions to air pollution. Now, it helps other companies implement solutions to improve indoor air quality while reducing their energy footprint. The team offers IAQ solutions to various Hospitals, Forbaster, Residences of Diplomats and Indian Ambassadors, Shopping malls, Commercial Real-estate etc. You may call them for Air Quality Testing, Air Purifiers and Toxin-removing Plants.

It has been found in a study of CDC, MoEF, GOI and Chitrakut National Cancer Institute, Kolkata, that PBC is one of the healthiest ready-to-move-in office buildings in Delhi. It ensures good health, wellness, happiness, higher productivity and a great Human Experience to of the occupants working out of it.

You can experience the difference while having a cup of tea or coffee at our Green Cafe, Espresso.



www.pbcnrc.com | www.coverspacepc.com | www.123browsers.org

98 CASE BRIEF | BUSINESS AND BIODIVERSITY IN INDIA

PREVIEW: CORENET GLOBALS
INDIA CONFERENCE

THE PROCESS OF SUSTAINABLE SUSTAINABILITY

BY YI SHUN LAI



Kamal Meattle is on a mission to make sure sustainability is the backbone of backbone of corporate real estate (CRE). And he plans to do it—even if he has to do it one country and one industry at a time.

One man is out to change the way the CRE world looks at sustainability, and he's taking on the challenge from every angle. Ask Kamal Meattle about the future of sustainability and real estate, and the answer is equal parts expertise, philosophy and conviction. It's this trait that landed him a TED talk, now viewed nearly 140,000 times, about the way his business, the Paharpur Business Centre (PBC), grows its own clean air within its walls.

But Meattle doesn't seem to think of the TED talk as anything more than a stepping stone. His job is to help whole industries and countries move towards a more sustainable future. When he started to build the PBC, India didn't have environmental building guidelines, so he looked to the most stringent guidelines that existed at the time—the U.S. Green Building Council's LEED® Platinum Certification. With Meattle's encouragement, India now has three such sets of standards, all helping to pave the way toward sustainability in the world's most populous country, and one of its most polluted cities.

Low-hanging Fruits

Meattle's ultimate vision to ensure that sustainability is seen as the backbone of CRE, and therefore, a model for buildings worldwide, might seem lofty, but he sees in execution as pragmatic. "Corporate real estate can truly mainstream the process of building green and

sustainable buildings, whether offices, homes, [or] commercial centers," he says. "At PBC, we have leveraged smart technologies and targeted the low-hanging fruit, in order to sustain sustainability."

A look around PBC makes it apparent just how Meattle and his team have done that. The building's designers and engineers hauled down low-VOC-emitting everything, from paint to carpet to furniture, and then upped the ante by considering even the paint on the outside of the building. PBC uses light-reflecting paint that "reduces the heat gain into the building from the rooftop and facade" of the building, says Meattle. The end result? Cleaner air inside and temperatures that are anywhere from five to nine degrees Fahrenheit cooler on the surface than buildings painted with traditional paints.

Meattle went one step further: In the late 1990s, he was diagnosed with decreased lung capacity as a result of the pollution in India. So he set about finding out as much as he could about plants and their potential to clean the air. Using those findings, and some prior results from NASA, he implemented a plant policy at PBC that has resulted in air that, he says, is "as clean as you'd find in the Swiss mountains," all within PBC's walls.

Happy Employees are Engaged Employees

Meattle's drive for sustainability does not just address immediate objects. He also takes into consideration perhaps the most important component of any corporation: sustainability's employees. "A happy employee will happily engage in the workplace," he says. "Wellness, feel-good factor, healthy ambience and a truly green environment motivate both employees and employers, and works out to be a win-win solution for organizations."

He put this philosophy into practice at every level: For instance, instead of jackets and ties, the employee dress code is absorbent cotton shirts with open collars and ventilated shoes. The reason is simple, and Meattle is, predictably, philosophical about the matter. "Why wear insulation on the body?" he asks.

PBC's office chairs all have mesh backs, for further comfort, and the in-house restaurant/bar is multi-cuisine and sources sustainable fare. Meattle's team also ensures that employees have a clear idea of why PBC is pursuing sustainability so aggressively. Everyone, from stakeholders to supply-chain vendors, understands why sustainability matters, on a building-only scale and a world-wide scale. Employees are also encouraged to actively participate in the process of sustaining sustainability. Waste bins are organized so that employees can separate their waste at its origin.

The people equation doesn't stop once employees leave the sanctuary of PBC, though—the corporation, as a Micro, Small and Medium Enterprise business in India, is a signatory to the United Nations Global Compact and the UN's Women's Empowerment Principles. As such, the business is committed to preserving the rights of women as well as the environment.

THE PEOPLE'S CLIMATE MARCH

On September 21, nearly 400,000 activists around the globe—from London and Delhi to Berlin and Jakarta to Rio de Janeiro—took part in "The People's Climate March," a protest to demand world government action on climate change. The protesters, which drew celebrities and politicians, as well as activists, took place just days before the United Nations Climate Summit in New York City, where 120 heads of state gathered to discuss ways to deal with climate change on a global level. The People's Climate March and the U.N. Summit were part of Climate Week NYC, an annual event designed to "make the business case for climate action." Organized as part of this year's event was the largest climate-change demonstration in history.

AL JAZEERA ENGLISH NEWS CHANNEL | 26 Jul 2014 09:49

DELHI'S DIRTY AIR THREATENS PUBLIC HEALTH

WHO says Indian capital's air is full of highly toxic particles, with anti-pollution steps showing no signs of success.



PBC visibility time: 25 seconds of 2mins 33 seconds

Reference Link : <http://www.aljazeera.com/news/asia/2014/07/delhi-dirty-air-threatens-public-health-20147266591328863.html>

ARD GERMAN TV | April 15, 2014



Special Coverage: 8 mins

Reference Link: <https://www.youtube.com/watch?v=vt3fLdzyv8>

ITS SPECIAL FEATURE

From Conventional to Sustainable Ways adopted by PBC

BARUN AGGARWAL - DIRECTOR, SALES & MARKETING - PAHARPUR BUSINESS CENTRE, PBC

Think of ravaging hurricanes, roaring cyclones, smashing floods, waterless droughts and loss of lives. What comes to your mind? Well, climate crisis. Who is the main culprit? Of course, it is us. We have let this crisis take a toll. In order to fulfill the needs of our civilized lives, we have contributed to this crisis in a significant way. We chop trees down; build infrastructure, use resources to keep systems operational and exhaust them too. The real estate sector contributes up to 30% of global annual greenhouse gas emissions.

Buildings consume up to 40% of all energy. About 50% of non-renewable resources consumed by mankind are used in construction, making this industry less sustainable. A study reveals that cities represent 70% of CO2 emissions worldwide. Of this, buildings represent 65% - 75% of city's CO2 emission. And non-renewable resources are on the verge of extinction.

Looking at these statistics, the need for sustainable solutions seems a must for the real estate sector. A sustainable solution is all about representing a balance between the goals of environmental protection, health benefits, economic development and phenomenal progress. The industry has to pay attention on converting conventional buildings into greener ones. The ecological impact of urbanization has become a major justification for a new development paradigm: of sustainable cities and townships.

Green Buildings inflict minimum footprints on the environment while enhancing user comfort and efficiency. Typically, eco-friendly architecture optimizes the performance of a building, and at the same time, preserves important resources like water, land and energy. Green architecture takes an integrated approach to architecture, design, energy-efficient

When you read newspapers, magazines or any news portal, you get several reasons to worry about the air quality. It is a common misconception that air is only polluted outdoors. In fact indoor air pollution is typically up to 10 times worse than ambient air.

At Paharpur Business Centre (PBC), we have realized that with the frightening rise in the levels of air pollution, breathing a gust of fresh air has become a tough challenge for every living being. At PBC, WE GROW FRESH AGAIN. We have developed an effective IAQ system that uses unique and patented bio-technology to purify air and pump mountain fresh air into our buildings.

Breathe Easy™ monitors and records the IAQ readings, everyday. Since 1996, these readings are being uploaded on our website, www.pbcnet.com, on a daily basis.

Breathe Easy™ also provides IAQ solutions to homes and large and small corporate houses. This includes IAQ testing, design, solutions, implementation and consultation.

12 | VOL. 5 | ISSUE III | DEC 2013 - MAR 2014

Global Compact Network India **nutSHELL**

INTERVIEW



Barun Aggarwal
Director (Sales and Marketing), Paharpur Business Centre
speaks on Indoor Air Quality (IAQ).

"When it comes to pollution, people think only about the pollution that takes place outside. But, indoor air is up to 10 times more polluted than outdoor air".

Q1 Tell us something about Breathe Easy™. What role does it play in curbing air pollution?

Ans.1 Breathe Easy™ is the Indoor Air Quality (IAQ) division of PBC that takes a holistic approach towards reducing indoor air pollution while boosting energy efficiency levels of a building. Mechanically, we use air purifiers and scrubbers to cleanse the air. Naturally, we do it with the help of toxin-removing plants. These are houseplants that detoxify the air inside a building. Apart from this, we adopt a 360° approach to ensure that good quality of air is maintained indoors. We recommend use of Green Seal Certified housekeeping chemicals and furniture; zero-VOC (Volatile Organic Compounds) carpets; do not allow anyone to have food outside designated areas; seal the building envelope and create positive pressure inside the building. We are able to conform to ASHRAE & WHO guidelines for Indoor Air Quality.

On average, we take 23,000 breaths in a day and spend more than 90% of time indoors. be it in office or at home. Hence, it is necessary that we pay close attention to this. By maintaining good indoor environment, one can stay healthy and live long and healthy.

Q3 How is indoor air quality related to energy efficiency?

Ans.3 Indoor Air Quality and Energy Efficiency are inversely proportional to each other. It seems a good idea to conserve energy by sealing or closing the space so that the cooling costs get reduced. But the points to ponder about are, if we keep the building ventilated and allow extra fresh air to move in then there is an increase in the cooling costs as the ambient temperatures can go up to 45°-50°C. However, it does not have to be this way.

Let's take our case as an example. We extract

Q2 What are the benefits of good indoor air quality?

Ans.2 Indoor air quality refers to the physical, chemical and biological characteristics of air inside a building. It can lead to some serious health hazards like asthma; damage to liver, kidney, and central nervous system; lung impairment, cancer and even death in extreme case.

The impact that fresh air brings on the human body are many. Good indoor air quality leads to increased supply of oxygen in the body. This further leads to lesser chances of suffering from sleep apnea, forgetfulness, mood swings, restlessness, fatigue, depressive thoughts and more.

At PBC, we are able to lower the instances of eye irritation by 52%; respiratory symptoms by 24%; headaches by 12%; lung impairment by 24% and asthma by 9% in the building because of good indoor air quality (Source: Study by Chittaranjan National Cancer Institute (CNCI), Kolkata & Central Pollution Control Board (CPCB) Ministry of Environment & Forests, Govt.).

Q4 Other than IAQ, what are the key sustainability metrics in PBC?

Ans.4 Other than IAQ, the key sustainability measures that PBC has taken are energy, water and waste management.

PBC is a BEE 5 Star rated building with an AAEHP of 28 whr/hr/m². This certification was achieved in 2010. Currently, we are at 22 whr/hr/m² and we plan to be at about 16 whr/hr/m² in the next 3-5 months. This is about 25% of most other commercial buildings of India.

At PBC, water has always been considered a precious resource, which is monitored at all inlet and outlet points daily. As water demands and environmental needs grow, recycling & reusing of water plays a major role in PBC, helping us conserve and sustainably manage our vital water resources.

We have installed sensor equipment like sensor taps as they help in saving a huge amount of water.

Some of the water conservation techniques that we follow are:

• **Drip Irrigation:** The balconies of our building have a large number of plants with

fresh air from the optimum height where the pollution level is comparatively less than the air at the lower level. Air during the summer season is very hot or warm and this indicates that the building needs more energy to cool the air in the building for comfort. We have improved this problem too by installing a Heat Recovery Wheel (HRW), designed as per the specifications fixed by ISRAE, The Indian Chapter of ASHRAE.

In PBC, plants purify & improve the quality of air within our building. As a result of which HVAC has to pump in lesser amount of fresh air into the building, so the load on HVAC reduces.

Plants that help in removing toxins from the air are grown scientifically in self-regulatory hydroponics. Hydroponics recirculate water and nutrients within its system for 10-15 consecutive days nullifying the chances of plants having rotten roots and getting affected by dust, molds, allergens and soil-borne diseases. So, they are not required to be watered on a regular basis nor demand too much of labour.

Breathe Easy™ has brought down the energy consumption at PBC by over 20% while improving good indoor air quality.

Printed From



TALES OF GREEN CITIES

Tuesday, 22 April 2014 | Pioneer



Rate : 0/5 Like : 0

An e-book, releasing today on Earth Day, shares case studies on innovative eco-friendly measures implemented in various organisations across urban centres of India

Every year, Earth Day is celebrated in 192 countries across the globe with different thoughts and ideas. The theme for this year is Green Cities. Our planet is at a turning point. The massive global migration underway now from countryside to cities will demand huge investments in energy, water, materials, waste, food distribution and transportation over the next 25 years. If the right investments are made now, this unique

opportunity will be the catalyst for dramatic changes in the fight against carbon emissions and climate change.

Pathways to Green Cities-Innovative Ideas from Urban India is an e-book with a collection of 24 case studies on innovative green measures adopted and implemented in various organisations across urban centres of India. These stories revolve around eco-friendly topics like waste, energy, water management, sustainability, green construction, pollution and other key areas that need critical attention. Paharpur Business Centre (PBC) in association with Earth Day Network and The Climate Project India (TCPI) will launch the book today.

In the book, read about Rag Pickers Turned Entrepreneurs initiative by South Asian Forum for the Environment. It shows how trash bins can be converted into money-making machines. It has helped rag pickers build a business strategy by recycling waste and shaping it into a micro-enterprise. It has brought social recognition and empowerment to them. The idea has also been recognised by UNEP in their Clean Up the World Campaign.

Earth Day Network runs a fun-filled-student-centric campaign, Backseat Buddies, to encourage car-sharing as a way to ease the problem of traffic congestion near prominent schools in Kolkata. The campaign, which included a lively song, a film, stickers, posters, reached over 70,000 students in 33 schools and culminated in an inter-school competition in the first phase.

The Society for Child Development has mentioned about an economically sustainable way of being eco-friendly. This organisation runs a project named, 'Avacayam' that makes natural dyes and colours from the flowers discarded from temples, hotels and other places. It also provides livelihood to differently-abled youngsters. This inspiring story is mentioned in the case study, *Gathering Flowers*.

The Sunday Guardian

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MONDAY | MAY 04, 2015

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The Green Crusaders

Environmental awareness is the need of the hour, and it's heartening to know of individual endeavours that are trying to rectify the grave situation. This week, we at Guardian20 take a look at five such 'green vigilantes', who are giving it their all to make a difference.

GUARDIAN20 2nd May 2015

Last year, we were sent a review copy of Larry Gonick's *The Cartoon Guide to the Environment*, a handsome but deeply unsettling volume. On the front cover was a caricature that was so cruelly accurate that it might as well have been a photograph. It showed a castaway family of four, marooned on the tiniest of islands; the disturbing part was what the family had done to this last refuge. The entire place looked like a garbage dump. Out of the half a dozen trees that could have fit into the meagre land, the family had chopped off all but one. The patriarch now stood, axe in hand, waiting to chop off the last one, on top of which animals covered in fear: a caribou, a bear, an owl, even an elephant.



This is who we are, who we have wanted to be for a long, long time. We guzzle gas, we litter parks and we like to have shiny lights on; we love the feeling of being wasteful, extravagant and just a tiny bit self-destructive. Meanwhile, the earth is bearing the brunt of our ill-advised excesses. Our environment is approaching the point of no return. From here onwards, at least some of the damage it undergoes will have long-term, irreparable consequences. What mankind needs is a bunch of green vigilantes to show us the way forward, to prove that one can make a difference, single-handedly if need be.

Here, in Guardian20's special story on these environmental crusaders of India, there are heroes everywhere you look. We have a firm that has managed to make an eco-friendly office in Nehru Place, that ungodly south Delhi jigsaw where bird souls go to die. We have a couple who own and operate a 300-acre wildlife sanctuary of their own. We even have a man who, realising he was flush out of forests, decided to plant one from scratch, all by himself. Today, that forest is a 550-hectare haven for elephants and rhinos.

Start small, dream big, save some seeds for tomorrow; that's how you make something of your life, that's how you save the environment and craft a better tomorrow. Read, and be inspired.



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CLEAN ENVIRONMENT

In polluted Delhi, breathe 'Davos' air at this business centre

Thanks to an innovative green technique involving some 1,200 indoor plants adopted by a business centre in south Delhi, one can actually breathe "Davos quality" air in the national capital -- where the smog is three times worse than Beijing's.

"I've brought Davos air to Delhi," Barun Aggarwal, director of Breathe Easy, the Indoor Air Quality (IAQ) division of the Paharpur Business Centre (PBC) in the otherwise crowded, cramped and shabby Nehru Place commercial complex, where the system has been installed, told IANS.

"We can help you breathe mountain-fresh air in the most polluted cities of the world. Our technique has applications in homes, offices, malls, hotels, hospitals -- in fact, in any indoor space involving humans," Aggarwal said.

"Everyone talks about the problem, very few talk about solutions and that's where we step in," he added.

At the bottom line, the technique seems deceptively simple. Aggarwal and PBC CEO Kamal Meattle first zeroed in on three houseplants -- mother-in-law's tongue, areca palm and money plant -- because of their ability to detoxify indoor air and enrich it with oxygen.

The 50,000-square-foot facility, spread over six floors, uses, among other technologies, a scrubber on its roof to wash outside air with water to reduce the level of various pollutants.

This air is then circulated through a greenhouse, which occupies over half of the roof, to remove formaldehyde, benzene, carbon monoxide and bacteria before being pumped into the air conditioning system.

Throughout the building -- in office rooms, conference rooms, corridors, stairwells and even washrooms -- the three houseplants aid in the process.

And if proof of the pudding lies in the eating, take in this. Throughout my four-hour stay in the building, I didn't once have to reach for a tissue or a handkerchief -- something extremely rare in a city like Delhi, especially when indoor air pollution is worse than the outside.

WHO estimates that indoor air pollution is India's second largest killer after high BP, leading to 1.3 million deaths annually.

"Our indoor air is up to 10 times more polluted than the outside. You don't have to worry about cholesterol. You have to also worry about the air you are breathing," Meattle, an environmentalist and serial entrepreneur whose efforts led to the Supreme Court mandating that benzene levels in petrol refined in India be less than one percent, told IANS.

"The bacterial and fungal levels in our building are lower than those in any major hospital. Thus, energy costs are down as lesser ambient air is required to maintain the indoor Air Quality and efficiency levels definitely go up," Meattle said.

Little wonder then that some 750 homes across India, as also the US American Embassy School and French Embassy School here, have approached Breathe Easy for clean air solutions, with Aggarwal estimating the market size at Rs.15,000 crore (Rs.160 billion/\$2.5 billion).

The statistics themselves are telling. The week-wide parameters for CO₂, Particulate Matter 10 and PM 2.5 for indoor air are 700 parts per million over ambient, 50 micrograms per cubic metre and 15 micrograms per cubic metre, respectively.

In case of the PBC which has Indoor Air Quality that conforms to ASHRAE (American Society of Heating, Refrigerating and Air-Conditioning Engineers) and WHO-specified standards, the figures are 488, 23 and 15, respectively.

But in the case of other buildings, the figures are a staggering 1,468, 480 and 378, respectively.

Little wonder then that the Central Pollution Control Board and Kolkata's Chittaranjan National Cancer Institute have found PBC among the healthiest buildings in a Delhi-NCR.

And to drive home this point, a cafeteria on the ground floor is open to the public throughout the day where one can feed on a buffet or order a la carte at a reasonable price -- and also down a beer or two!

SOLUTION Planting indoor provide cleaner air to breathe.

44 Energy costs are down as lesser ambient air is required to maintain the Indoor Air Quality and efficiency levels definitely go up. 99

KAMAL MEATTLE

Business Standard

Thursday, January 22, 2015 | 10:11 PM IST

In polluted Delhi, breathe 'Davos' air in this biz centre (Environment Feature)

IAN S, New Delhi

January 22, 2015 Last Updated at 12:06 IST

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Thanks to an innovative green technique involving some 1,200 indoor plants adopted by a business centre in south Delhi, one can actually breathe "Davos quality" air in the national capital -- where the smog is three times worse than Beijing's.

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"Everyone talks about the problem, very few talk about solutions and that's where we step in," he added.

Yahoo! Search results for "polluted Delhi, breathe 'Daves' air in this biz centre"

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Delhi seen coldest Jan 22 in five years (ANI) (1206)

New Delhi, Jan 22 (ANI) Frost caused such a sudden and drastic fall in the temperature that Thursday became the coldest Jan 22 in the past five years, the maximum temperature going negative below the season's average 12.2 degrees Celsius.

Rain may kill Republic Day celebrations (ANI) (1206)

New Delhi, Jan 22 (ANI) The weather in the national capital may prove to be a spoiler during this year's Republic Day parade as the Met Office has said there was a 'possibility' of showers Jan 26.

Public functions in parks banned in Ghaziabad (ANI) (1206)

Ghaziabad, Jan 22 (ANI) The Ghaziabad Municipal Corporation Thursday banned organising of public functions in 22 parks that have been developed below high tension power lines.

Students went missing, survived on insects (ANI) (1243)

London, Jan 22 (ANI) A British and two Dutch students survived for eight nights on a mountain in Turkey by eating insects and sheltering in a cave after they went missing, media reported Thursday.

28 tigers in Bihar reserve (ANI) (1243)

Patna, Jan 22 (ANI) The number of tigers in Bihar's Valmiki Tiger Reserve has increased from 22 to 28, an official said Thursday.

Foreigners living in India land 'Clean India' drive (ANI) (1243)

By Debapriya D. Choudhury

New Delhi, Jan 22 (ANI) Foreigners who came to India for work or love and decided to make the country their home are upstaged about Prime Minister Narendra Modi's ambitious "Clean India" campaign. They, however, cautioned that the execution of the mission remains a "big challenge".

Snowfall keeps mercury below freezing in Himachal (ANI) (1235)

Shimla, Jan 22 (ANI) More snow in the picturesque tourist resort of Manali and Kabla and the higher reaches of Himachal Pradesh Thursday kept the temperatures below freezing point, a weatherman said here Thursday.

In polluted Delhi, breathe 'Daves' air in this biz centre (Environment Feature) (9th image) (1236)

By Vishnu Mahalingam

New Delhi, Jan 22 (ANI) Thanks to an innovative green technique involving some 1,200 indoor plants adopted by a business centre in south Delhi, one can actually breathe "Daves' quality" air in the national capital - where the smog is three times worse than Beijing's.



CNN-IBN CAMPAIGN CITIZEN JOURNALIST STATUS CHECK New Delhi IBN

Kamal Meattle, Citizen Journalist

A DEVICE TO PURIFY AIR
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BREAKING NEWS 8:40 AM

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11 April 2015

Clearing the air we breathe

Delhi's air quality is alarming, as recent reports indicate. Thankfully, an air purifier can help in these polluted times.



There is no way to sugarcoat this—the quality of air in Delhi is worse than in Beijing, China, according to an air-quality monitoring survey report released recently by Greenpeace. The non-governmental organization accumulated the air-quality data from five schools in the city. In fact, according to the World Health Organization (WHO), the particulate matter 2.5 (PM2.5) levels in Delhi's air is

Business Notes BUSINESS INDIA • THE MAGAZINE OF THE CORPORATE WORLD

Vyt Garmys – the first international certificate for NABERS

focusing on occupational health and safety, environmental consulting, awarded it with the first-ever certification under the National Australian Built Environment Rating System (NABERS), a performance-based rating system for existing buildings. PBC is the first recipient of NABERS certification outside Australia.

Truly sustainable Announcing the first international certification for NABERS at a tasteful function in New Delhi, Vyt Garmys, MD, CETEC Pty Ltd, said, "PBC qualified NABERS' parameters by using unique technologies in combination with best practices and extremely high aspirational targets set by the owners. The lighting levels, noise and comfort parameters were controlled by continuous recording and attention to data of the building's operation. The outstanding feature of the NABERS rating was the exceptionally high 'occupant-satisfaction score'. This is one of the highest scores that has been achieved by the Australian NABERS protocol that we have measured so far. Satisfied tenants are gold for their own business as well as for PBC's tenants' retention. Finally, this high tenant satisfaction also indicates high occupant productivity which is vital for India's recovery."

Peter Varghese AO, secretary, department of foreign affairs & trade, Australia Government, said, "Being performance based, a NABERS Indoor Environment rating provides proof that the technologies which have been implemented at PBC have been commissioned well, are being managed well, and are providing tangible benefits to the building's occupants in the form of a more comfortable and healthy workplace."

This rating shows that the team at PBC understands that operating a truly sustainable building means not just minimising its impact on the environment, but also maximising the well-being of the people who occupy it. The investments that have been made into making this a high performance building will provide widespread returns, as healthy, comfortable occupants become more productive employees and more energised citizens."

Kamal Meattle, CEO, PBC and Software Technology Incubator Park, added, "Given that Delhi's air is practically unfit for breathing, it is great that we have a third party verification of good air quality at PBC – for wellness and the productivity of our occupants. People working in buildings need to keep well and it is a well known fact that indoor air is 10 times more polluted than outside or ambient air. What does one do, when the ambient air is itself unacceptable? PBC has found solutions for it. We grow fresh air with the help of more than 1,200 air purifying plants that not only detoxify the indoor air but also enrich it with oxygen."

PBC cares for its occupants – their wellness. This goes beyond its USGBC LEED Platinum and AEE 5-star rating. We have achieved a 4-star rating for our Indoor Environment Quality, in NABERS' assessment. We hope to make it to a 5-star rating in the next certification after a year."

RAKESH JOSHI
rakesh.joshi@conceptdesigngroup.com

MAY 13-24, 2015

The GRHA Summit 2015 **KAMAL MEATTLE** (CEO, Paharpur Business Centre)

Bloomberg TV **S&P 500** **Oil Imports Rise Again**

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CLEAN AIR CAMPAIGN MUST GET PM'S PRIORITY

PUBLIC | THURSDAY, APRIL 16, 2015

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INDOOR POLLUTION HAS TO BE DEALT AT WAR FOOTING

By K.R. Sudhaman

एनएबीआईआरएस ने भारत में पहला अंतराष्ट्रीय प्रमाणन दिया

नई दिल्ली, (वास)। मेलबर्न स्थित कंपनी सोईटीईसी पीटीवाई लिमिटेड ने नेहरू प्लेस ग्रीन में स्थित यूएसजीबीसी एलईडी (ईबी) सेंटिनल प्रमाणित और बीईई 5 स्टार रेटेड ग्रीन ऑफिस भवन पहाड़पुर बिजनेस सेंटर (पीबीसी) को नेशनल ऑस्ट्रेलियन विल्ट एनवायरमेंट रेटिंग सिस्टम (एनएबीआईआरएस) के तहत पहला प्रमाणन प्रदान किया। सोईटीसी, एक तकनीकी जोखिम प्रबंधन कंसल्टेंसी है, जो व्यावसायिक स्वास्थ्य व सुरक्षा और पर्यावरण संबंधी प्रामांश देती है। एनएबीआईआरएस, मौजूदा इमारतों व भवनों के लिए प्रदर्शन आधारित रेटिंग व्यवस्था है, जिसने पहाड़पुर बिजनेस सेंटर को पर्यावरण पर उसके मापित परिचालन प्रभाव व कई अन्य मानकों के आधार पर रेटिंग दी। एनएबीआईआरएस के लिए पहले अंतराष्ट्रीय प्रमाणन की घोषणा करते हुए सोईटीईसी पीटीवाई लिमिटेड के प्रबंध निदेशक डॉ. विट गार्निज ने कहा, 'पीबीसी अनेकों टेक्नोलॉजी और बेहतरीन कार्य प्रथाओं के चलते एनएबीआईआरएस की कसौटियों पर

खूब उतरा है और उनको द्वारा निर्धारित बेहद ऊंचे लक्ष्यों को हासिल करने में कामयाब रहा है। पीबीसी सभी प्रकार के प्रदूषकों जैसे सूक्ष्म कणों, कार्बन डाइ ऑक्साइड को नियंत्रित करने और पौधों तथा बांस्त्रिक प्रक्रियाओं को मदद से ऑक्सीजन स्तर में वृद्धि करने पर बोर देती है। इसी तरह, रोशनी, शोर के स्तर और सुविधा संबंधी मानकों को भी लगातार रिकार्डिंग करते हुए उन पर ध्यान दिया गया। एनएबीआईआरएस रेटिंग का अल्लेखनीय फीचर यह रहा है कि इसे बेहद ऊंचा 'ऑक्सीजेंट सैटेसफैक्शन स्कोर' दिया गया। यह ऑस्ट्रेलियाई एनएबीआईआरएस प्रोटोकॉल द्वारा प्राप्त सर्वाधिक अंकों में से है जिन्हें हमने अभी तक मापा है। संतुष्ट किराएदार अपने कारोबार के साथ-साथ पीबीसी के किराएदारों के तौर पर लगातार साथ बने रहने के लिहाज से भी अहम साबित होते हैं। और अंत में, यह भी कि किराएदारों का उच्च संतुष्टि स्तर ऑक्सीजेंट प्रोडक्टिविटी में ऊंचे स्तर का सूचक है जो कि भारत के लिहाज से अहम है।'

ऑस्ट्रेलिया सरकार के विदेश एवं व्यापार मामलों के सचिव श्री पीटर वर्गीस एओ ने कहा, 'प्रदर्शन आधारित होने की वजह से एनएबीआईआरएस इंडोर एनवायरमेंट रेटिंग इस बात का सबूत देती है कि पीबीसी में जिस तकनीक का जियान्वयन किया गया है वह अच्छा काम कर रही है, उसका प्रबंधन अच्छी तरह हो रहा है और वह भवन में रहने वालों को ज्यादा सहज और स्वस्थ कार्यस्थल उपलब्ध करा फायदा पहुंचा रही है। रेटिंग यह दर्शाती है कि पीबीसी की टीम यह बात अच्छी तरह समझती है कि एक हरित भवन का मतलब सिर्फ वहां तक सीमित नहीं है कि उसका पर्यावरण पर कम से कम प्रभाव पड़े, बल्कि उसमें रहने वालों के लिए स्वस्थ माहौल सुनिश्चित करना भी है। शानदार प्रदर्शन करने वाले इस भवन के निर्माण में जो निवेश किया गया है वह ज्यादा रिटर्न देगा क्योंकि स्वस्थ, आरामदायक माहौल में रहने से वहां काम करने वालों की उत्पादकता बढ़ेगी और वे ज्यादा ऊर्जावान नागरिक बनेंगे।'

www.huffingtonpost.in/2015/04/23/paharpur-business-centre_n_6991690.html?1429781327

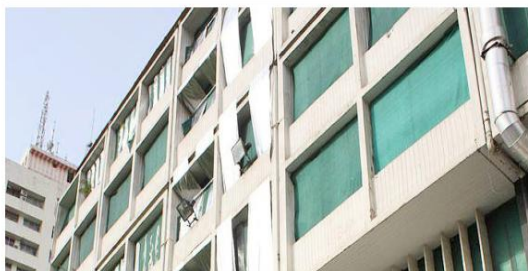
Micromax Canvas Spark Brings
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Woman Who Could Only Signal 'OK'
Molested Under The Sea By Instructor

PHOTOS: Inside Delhi's Greenest Building That Manufactures Its Own Air

HuffPost India | By Aashmita Nayar

Posted: 23/04/2015 14:58 IST | Updated: 4 hours ago



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Nestled in the chaotic, commercial hub of Nehru Place, is an office that possibly hosts the Capital's healthiest working environment in a city that has gained notoriety for



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07-03-2015

'Air purifiers cater to the affluent'

New Delhi, 8 March (G'nY News service): The deteriorating quality of air which was a talking point during the President Obama's visit of India raises serious questions among the minds of people after the capital is ranked the world's most polluted city in the world by WHO.

After the study by US Environmental Protection Agency, which concluded that exposure of children to PM2.5 will mean reduced lung functioning, increase in asthma and respiratory illnesses European Union has asked its diplomats to install air purifiers in their offices and residences.

"We don't need to monitor the pollution level, the US is doing that.... We don't need that ... But we need to respond for the safety of our staff, the EU delegation living in the city here," Dr. Cravinho, European Union Ambassador to India told on the sidelines of the 7th EU-India Environment Forum on 25th of February, 2015. With the embassies ordering for the installation of air purifiers big MNCs, the elite are now following suit.

G'nY correspondent in conversation with Barun Agarwal, the affable Director of Breathe Easy, a division of Paharpur Business Centre located in Nehru Place, New Delhi, built an understanding as to what the air

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SULAGNA CHATTOPADHYAY

A photograph of a man with grey hair, wearing a dark suit, white shirt, and patterned tie. He is standing next to a large, leafy green plant in a pot. The background shows a building with a dark roof and some outdoor furniture.

Published On: July 4, 2015 | Duration: 18 min, 44 sec



Breathe Easy in Delhi

Ramesh Menon, Jeff Cio Polaris Business Center

Held out your breath. Don't inhale. That city off, off, off in the distance? No, New Delhi's cluttered by its own haze, my lungs were warning distant signals. Cigarette? No. It did not leave no between my fingers. Never were smoked in here. So, why were my no-to-lungs in anyway today? The air outside is so polluted, it is equivalent to smoking 40 cigarettes a day. In the world's smoggiest city, I could hear my lungs howl. The World Health Organization (WHO) says that Delhi has the world's dirtiest air (WHO surveyed 1,600 cities in 81 countries; the smog was worse than those times worse than Beijing). With naked eyes, I could see the smog but not the tiny particulates (PM2.5; particulates smaller than 2.5 micrometers called "fine particles") that could cripple deep-breathing lungs.

ENGOs, NACA had preannounced this green theme via a series of articles.

Jack Sauter Apperwall, director, PBC's Breathe Easy program, says the innovative combination of scrubbers, filters, and greenery works. In the 50,000 sq ft PBC, the outside polluted air is purified by air scrubbers, high-particulate air filters and ionizers to reduce the levels of compounds (nitrogen oxide, sulphur dioxide) outside air then passes through the green row of muscadine, benzoin and caribou.

According to World Health Organization, Delhi is the world's smoggiest city

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Keep mother-in-law's tongue, plant, money plant and aroid palm at home. Keep the leaves clean to improve their toxin-absorbing and oxygen-releasing efficiency.

Use zero VOC (volatile organic compounds) emitting carpets and tiles

Stay away from plastic paint emulsions
Install air purifiers in every room



Wear face mask with filters

A Fundamental Right

"After all this, the strata is fresh as in Davos, Switzerland. "View mountain air in the city." Agave wall in an open place, and little house on a green wall in indoors. "Install air purifier, keep plants in the bedroom and living room" and then host a cradle of plants in open on a table. In a small house, eight windows, six to eight windows in the air to let in air, and money plants that remove formaldehyde and other volatile organic compounds.

PM_{2.5} grown from its toxicity were its effects on air quality and on the WHO standard and its evidence in "human terms". A Childhood National Cancer Institute and the General Pollution Control Board two-year study compared 94 non-smokers working in 785 GM car-stroke lines employed elsewhere. The results were startling: those working in 785 GM fewer cases of eye irritation, headaches, hypertension and respiratory problems. No wonder 785 is called Delta's healthiest building.

In two years since the launch of *Breathe Easy* programme, Aggarwal has already caused plant-based air-filtering systems in 700 homes as well as schools of the US and German embassies as well as Aggarwal School. These days, his hands are full with *Breathe Easy* queries. Mattie is pushing the government to rethink environment pollution or meanwhile Aggarwal wants everyone to *Breathe Easy*. He wants "everyone. Even the ones at the bottom of the economy if they said I don't have money to *Breathe Easy*." For Aggarwal, pure air is a right. A *Washington* tale tells it. ■



ROAD AHEAD



- Working Towards achieving another milestone USGBC WELL (American) Certification. This certification focuses on different parameters pertaining to health and wellness quotient in a built environment. By December 2015
- In order to optimize the health benefits that an occupant can derive by the virtue of being in this building, we are planning to set up a Gym in the lungs of our building, i.e. Green House – By October 2015
- We are also planning to start a Health Food Court within our facility. By October 2015
- In accordance to our commitment towards Women's Empowerment Principles (WEPs) and United Nations Global Compact, we plan to employ larger number of women employees in PBC, in non-women oriented verticals & also to induct senior women employees in the PBC Board.
- To scale up the skill development programs at PBC- partner & collaborate with more universities and colleges in order to increase the number of interns that PBC takes in for specific skill development and on the job training. An ongoing activity
- To promote PBC as one of the best office space and conferencing destinations in Delhi & NCR that offers mountain fresh and healthy indoor environment to work

IMAGE SOURCE

We have used some images from different sources in order to convey and express the message in an impactful manner. The details of the same are mentioned the table given below.

Sl No.	Image used	Image Name	Image Source
1.	Bicycle near a sea shore in the cover page	bicycles-24a	Santabanta.com
2.	People clip art in vision and mission page	Group_people_icon	commons.wikimedia.org
3.	Green Eye in vision and mission page	MPj043737800001.236162223	Expelprosys.com
4.	Business Ethics in vision and mission page	the-importance-of-business-ethics_2	www.thebusinesstrends.net
5.	Bicycle leaning against the wall in the cover page	82159-bicycle-on-corner-android-wallpaper	www.mobiletoonescom



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