



Communication on Progress (2018-19)

Paharpur Business Centre

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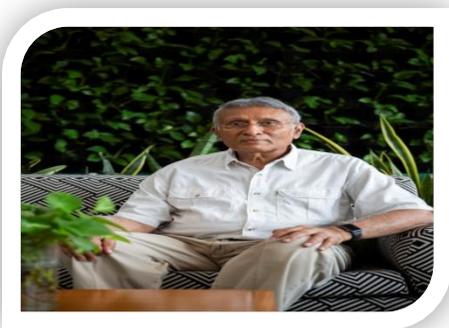
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Chairman's statement of continued commitment to UN Global Compact and its Ten Universal Principles



Up-scaling the health and wellness quotient in a building, indicates a "People first" approach

Dear Stakeholders,

I am delighted to present Paharpur Business Centre's (PBC) Communication on Progress (COP) for the year 2018-19.

In this report, we once again share our progress with regard to the Ten Universal Principles of UN Global Compact, Sustainable Development Goals (SDGs) – SDG 3, 5, 7, 10 & 13 and our engagement process with all our Stakeholders and Business Partners in furthering the cause of these ten principles.

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

We are extremely sensitive to the fact that we need to operate within the principles of UNGC and Corporate Governance and therefore be accountable, fair, transparent and responsive to the needs of all our stakeholders, specially the primary ones.

Our focus has rightly been on Green certified Buildings for a sustainable future. We now must also focus on Health and Wellbeing of the occupants of the building, for whom these buildings are built in the first place.

95% of the cost of any organization in the Knowledge Economy is related to People Costs. We need to pay more attention to the Health and Wellbeing of People, to be able to get the best from them, and hence win in this deeply competitive world.

Organizational success, of course, has been achieved without designing for wellness, but the human cost of that strategy has not been assessed comprehensively or included in any organization's balance sheet.

Commercial Real Estate professionals (CRE) need to take a holistic view and not only focus on 'Rent' and 'Energy Efficiency.'

The work environment should help bring out the best in us, and this can be only done through a planned process and design of the built environment. This includes elements of quality of air, water, light, comfort, food, exercise, safety, recreation and a feeling of belonging in a community.

Translating this into the workplace design, physical or psychosocial factors that affect employee health and well-being resulting in best performance, motivation and productivity have to be accounted for.

Buildings can assist us in improving our Cognitive Ability, Productivity and Wellness, while keeping us safe,

to achieve our full potential, as measured and tested by Harvard Center for Health and the Global Environment and published as a study www.thecogfxstudy.com

At PBC we have, over the past 30 plus years' experience, that if one stays indoor in the building for around 8 hours, there is a 42% probability of one's Blood Oxygen Level going up by 1%. This is significant, given that our brain weighs only 2% of our body weight but uses 20% of the oxygen we breathe. We at PBC grow our own fresh air using over 7,000 indoor plants!

India has a program to build Smart Cities. We are in need of Smart buildings with Smart People. People are the most valuable resource in any country or an organization. We need to map out the Productivity increase benefits of occupying a building. A small increase in individual productivity leads to significant gains for an organization.

Wellness results in fewer sick days and in a motivated work force. This is besides the improved energy efficiency of the building, resulting in lower OPEX, if one were to replicate the IAQ practice at PBC.

We were certified as a BEE 5 - star rated building in 2010 with an AAHEPI of 28 Whr /hr /sqm. We have been able to bring this down to less than 18 Whr /hr /sqm – a huge savings.

Besides, the IAQ we maintain at PBC can be seen at www.pbcnet.com, show cases that our exhaust air emission are only around 600 ppm of CO2 as compared to over twice the number for most building with 1/3 of the quantity of air.

Understanding the imperative that there is an intricate relationship between occupant's health & well-being, and the built environment, PBC worked upon 'CII-IGBC Health & Well-being Rating' for built environment- the first of its kind green building rating system.

This rating system addresses the physical, intellectual and social wellbeing of building occupants. The objective of the rating is to facilitate the buildings to incorporate people centric measures for enhancing the health & well-being.

Its framework will enable organisations to address various aspects such as indoor air quality, water quality, hygiene parameters, healthy food choices and lifestyle for occupants at an affordable cost.

Going forward, this is a great opportunity for buildings, both existing and to be built in the future, including, for schools and residences, to make us and our future generation smart, happy and healthy and to help us reach our full potential.

With this we hope for a Happy, Healthy, Smart, Sustainable, Productive and a Green India is realized by 2025.

Your feedback would be more than welcome, as we believe that learning is a lifelong exercise.

Best wishes for a successful financial year ahead.



Kamal Meattle
Chairman Emeritus

Introduction



PBC is a green mSME which has been a pioneer in the Indian real estate and service sector for over two decades now.

For many years now, PBC has been walking on the path of sustainability by focusing on two major issues:

- 1) Ways to reduce energy in the urban maintenance without sacrificing quality (International standards)
- 2) To provide best air quality, which one would find up in the mountains of Gulmarg, Davos or Switzerland

PBC, a more than 30 year old building built to compulsory Government Design, it is the first retrofit building in India, which is USGBC LEED Platinum EB Certified.

Considered as a landmark building and has been a case study for building engineering community.

Installed LEED Arc which allows us to keep its sustainability goals focused in real-time and not merely on the basis of a one-time green certification. It is about staying relevant at all times. It is a remarkable monitoring system that accounts for energy and water consumption, waste generation, and the human experience.

It is also the first office building in India to be rated - Platinum, for Health and Wellbeing for its occupants, by CII- IGBC.

It is a BEE 5 - star rated building and is currently operating at less than 18 Whr /hr /sqm.

PBC is well-known for its exceptional indoor air quality, security and improvement of Human Productivity.

It grows its own fresh air indoors with over 7,000 special indoor plants and uses Technology.

It is also a signatory to the United Nations Global Compact (UNGC) and Women's Empowerment Principles (WEP), and the only mSME among the 6 signatories to WEP from India.

Certified for various International Standards - ISO 9001:2015, 14001:2015, 22000:2005, 50001:2011, OHSAS 18001: 2007 and FSSAI.

PBC, a safe and healthy heaven, offers 24 x7 Access to "Fresh Air Offices and Conference Facilities", on plug-n-play basis.

However, it's much more than just a space of world-class amenities. It looks at different aspects that enhance the health and comfort of the building occupants, consequently leading to better business growth. It gives all the businesses, a platform to grow personally and career wise just by working in a healthy indoor environment – a twist in the commercial business centre model.

PBC follows the CSR practices as per the Company Act 2013. It has a pro-active CSR/ Sustainability Committee in Place, which decides the activities; their compliance as per the Act and the end results.

PBC firmly believes in the convergence of Triple Bottom Line.

Led by “People First” approach, PBC's focus has always been on Health and Wellness of the occupants.

This has been an intrinsic part of PBC's business strategy since inception. Its USP, “Indoor Air Quality” (IAQ) is a proof of it.

Breathe Easy™ is a successful Start Up incubated by PBC, with a wide reference list, that now helps others implement solutions to improve Indoor Air Quality, while reducing energy usage, at an affordable cost

PBC is a preferred choice for eco-business partnership for companies that undertake sustainable initiatives or planning a foray into the Indian market. Our past and present clientele includes leading multinational & fortune 500 companies from across the Globe - Microsoft, Hewlett Packard, Mobil, Motorola, British Telecom, SAP, Singapore, Telecom, Converse Network, GEC Alstom, Intel, Matsushita Electric, Sun Microsystems, Alta Vista, Hitachi, Daiken, Associated Press, Symantec and more. This reflects the confidence and trust that organizations have reposed in the services and offerings of PBC.

PBC aims to be an excellent, world-class business support services company; committed to deliver benchmarked, quality oriented services to address customers' specific needs, whilst caring for the environment & people around us.



MISSION

To become an eminent world-class business support service provider; committed to delivering benchmarked, quality services and address customers' needs, whilst also caring for their health and environment.

We aim at creating an exquisite platform of growth and wellness for all our stakeholders.

VISION

To stand out as an organization that takes a focused approach on ensuring consistent delivery of quality services, care for environment and people around us.

Since, we believe in keeping customers as our first priority, we stay inspired from within to provide end-to-end business solutions to them.



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 offer a rewarding and challenging workplace to our employees. 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.

INTEGRATED POLICY FOR QUALITY, ENVIRONMENT, HEALTH & SAFETY

Paharpur Business Centre (PBC) is committed to perform its business and related activities in a responsible manner so as to achieve continual improvement in Environmental performance, achieving Quality in service by providing quality services and facilities that consistently meet and exceed customer expectation and a safe & healthy environment, to prevent injury & ill health to its employees, occupants, visitors, guest, external providers & other interested parties.

Integral to this commitment, PBC indoor environment enhances health, productivity, wellness and cognitive ability of its occupants, in a safe environment, at an affordable cost.

PBC will ensure compliance to all the regulatory and legal requirements / law of the land and will strive to go beyond the statutory compliance for Health, Safety, Environment and other legal requirements.

PBC has endeavored to internalize the requirements of ISO 9001:2015 (Quality Management Systems), ISO 14001:2015 (Environmental Management Systems) and in accordance with the principles of OHSAS 18001:2007 (Occupational Health and Safety Management System) in its stated business objectives & owes the success & progress of its business model to management systems.

With these as our guiding principles and a vision to reshape the commercial buildings in India, we have surged ahead by focusing on people / occupants, on their interaction with the various facilities provided to them, their sense of health and well being while at work.

We have created a business model that cares for people, environment and committed to protect the environment, satisfy applicable requirements, responsible business & sustainability.

We move ahead with the interdependencies between human health, wellbeing and sustainability. On the surface, we know that a changing climate is already making a significant impact on the ability of human beings to enjoy healthy lives. In doing so, we strive towards:

- Working positively towards UN Sustainable Development Goals (SDGs) - manage business risks; collaborate with likeminded companies in creating a more level playing field.
- To have a motivated and committed team by sustaining a working environment where each employee is encouraged to excel.
- To create awareness among our occupants, customers, employees, external provider and other important stakeholders, for better and improved environmental performance.

The Policy is communicated to all interested parties for effective implementation and will be reviewed periodically for adequacy, continual improvement & suitability.

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 PBCTM 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 PBCTM by reducing our average annual energy intensity against business as usual.

To accomplish this we try to:

- 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 CONTROL 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.
- 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” product 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 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 Efficiency
- 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.

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 the 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.

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.

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. It's -

- An important Business case for us – Equality Means Business, it
- Brings the broadest pool of talent to our endeavors;
- Furthers 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.

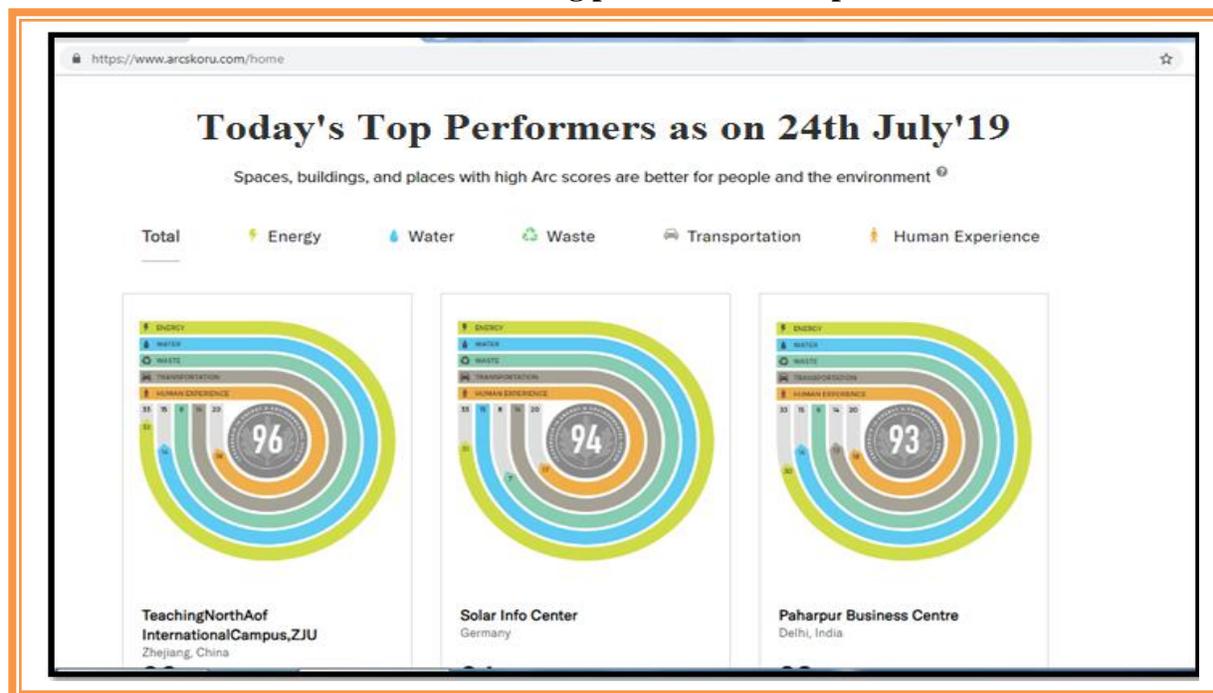
We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our stakeholders.



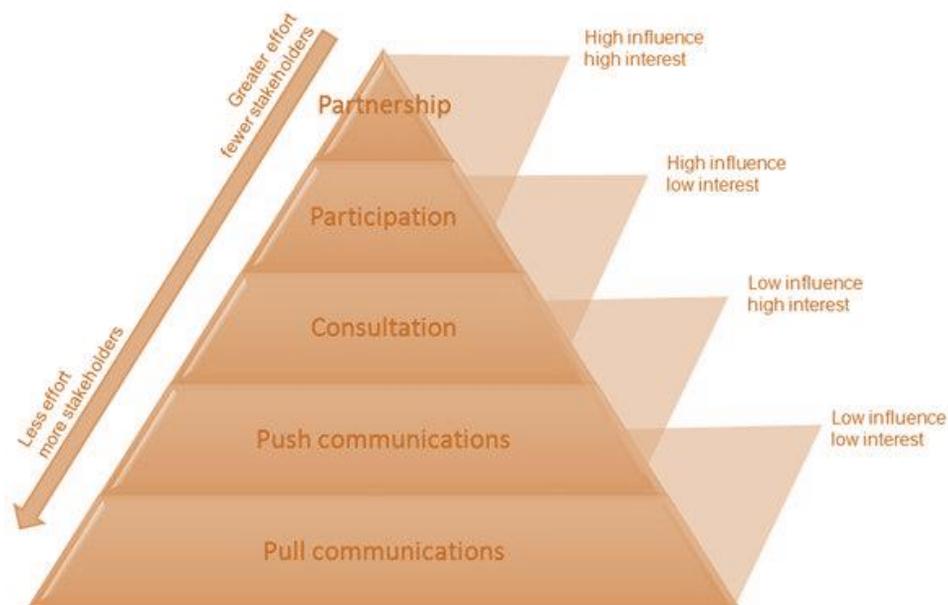
PBC –A LANDMARK BUILDING

- US Green Building Council Certified LEED Platinum building –With LEED Arc for Real time monitor of building performance
- CII -Indian Green Building Council (IGBC), Platinum Rated Building under “Healthy and Well Being Rating” system
- Bureau of Energy Efficiency (BEE) 5-Star building with AAhEPI of 28 Wh/hr/sqm, currently operating at less than < 18 Wh/hr/sqm
- NABERS Certified Building (for Indoor Environment Quality)
- CETEC 5 Palm Rating (for Healthy & Sustainable Operating Building)
- Top performers in office building category - PBC is on third position in total score at LEED ARC portal.

LEED ARC - Building performance comparison



CONTINUING WITH OUR COMMITMENTS – OUR STAKEHOLDER CENTRIC APPROACH:



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 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 interactions, training & awareness campaigns, joint pitching, sponsoring common interest programs 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 the 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 wide levels of achievements across our various business verticals and by taking cognizance of different social, environmental and economic priorities.

STAKEHOLDER ENGAGEMENT

Sl. 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	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

6	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
7	Community	Initiatives on community development and various important days	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 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

PBC's COMMITMENT TO UNGC'S TEN PRINCIPLES

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 Government 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 pursue with a mission to educate our employees about organizational commitment to human rights through regular trainings & workshops. These trainings help our employees to understand the principles of human rights and how these are to be implemented in their respective business verticals. We also make sure that each Head of the Department clearly understands the risk emerging by not following these.

We ensure strict adherence to laws enacted by the Government of India, to protect the interests of the workers. We follow Shops & Established Act. Through this, PBC reinforces its commitment to basic rights, freedom to all, fair wages, equal opportunities without 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 are 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 Company's Management Standing Instruction (MSI), 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 is 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 so that they can give their ideas/suggestions without any apprehensions. This can result in overall 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 partners 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 meetings organized for subcontractors, vendors & other stakeholders.

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.

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 requirements of labour law, OHSAS & UNGC principles.

V. THE ORGANIZATION SUPPORTS EFFECTIVE ABOLITION OF CHILD LABOUR

We prefer business partners / suppliers who treat their employees the way 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 PBC- HR Process, we have a separate process defined on Child Labour – Remediation Plan.

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 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.

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, color, gender, religion or region. We strongly believe in inclusivity and vehemently oppose discrimination at workplace.

Sustainable Development GOAL



Reduce in-equality within and among countries

PBC supports & confirm to UNDP Goal No. 10. We does not believe in any kind of inequality based on caste, color, gender, religion or region and 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	88	92%
OBC	6	6%
SC	2	2%
Grand Total	96	100%

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, candidates from marginal sections of the society & differently-abled.

Yes in the above sense, we do practice “positive discrimination” to have a diverse & inclusive workforce - after all the benefits of progress are for one and all.

PBC firmly believes in inclusivity and strongly opposes all kinds of discrimination in hiring, remuneration, access to training, promotion, carrier development etc at work place.



Sustainable Development GOAL



Achieve gender equality and empower all women and girls

PBC welcomes the provisions of the UNDP Goal No. 5 and 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 WEPs and the only mSME to demonstrate commitment to Women Empowerment.

PBC has adopted seven steps in order to empower 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

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.

PROMOTING GENDER EQUALITY & CARE FOR THE ENVIRONMENT BY CELEBRATING BIRTH OF A GIRL CHILD “NANHI CHHAAN”-

With the motto of supporting Equal Opportunity for all while standing against the crime, female foeticide, every year PBC organizes a sapling plantation on the name of girl child born to PBC team member. Wherein all the PBC members celebrate the birth of a girl child by making the proud parents plant a sapling in her name.



PBC Team Members planting trees to celebrate the birth of girl child

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 Chhaan".



INTERNATIONAL MOTHER'S & WOMEN'S DAY CELEBRATION @ PBC

PBC Celebrates Woman Power:

We realize that women do bring with them a special skill set that meets our operational standards, especially in terms of multitasking, handling people and taking up leadership roles.

Women at PBC hold the highest management positions and our women friendly policies facilitates them to work hard & yet look after their homes / children and family.

We are proud to say that PBC enjoys the reputation of being a very safe and secure place for women employees.

PBC has always celebrated the Mother's Day & International Women's Day.



Yoga Day



Positive Discrimination

We at PBC do everything possible to promote Inclusivity. Discrimination at workplace of any sorts is unacceptable. There are a number of interventions that we have in place to include women, physically challenged, employees from other nationalities, and people from the marginal sections of our society, in our workforce.

Our top management encouraged us to implement hiring of women employees at all levels including giving them leadership roles in the organization.

The principle of “Perform or Perish” applies to all irrespective of genders at PBC – the work environment that we offer equally facilitates both men & women to give their best – Work hard & yet keep it fun!!

Above all, we feel that by giving opportunities to women at work, our businesses have access to a large pool of talented & skilled workforce. PBC is striving & working hard in order to create conditions that facilitate the work-life balance or mobility.

C. ENVIRONMENT

VII. THE ORGANIZATION ADOPTS A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

PBC has undertaken various projects, implemented strategies and taken several initiatives to make PBC a high performance and a truly green office building.

To achieve true environment-friendly architecture, eco-friendly ideas need to be supported by everyone involved in the process from design to construction.

It is our absolute belief that care for environment can alone help us in addressing the SDGs & Climate Change issues and take us through this difficult phase.

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.

ENERGY CONSERVATION MEASURES

Energy conservation 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.

At PBC, we take a 360 degree approach while looking at energy management. It is an on-going process. We plan and implement our interventions keeping all the aspects of business relevance in mind and constantly put in efforts to maintain them. There are huge challenges while retrofitting a building like ours as we are a 24x7 operation and we cannot take any shut down for any of our retrofit activities.

Some of the energy conservation initiatives taken in the year are as follows:

S. No.	Project	Time frame	Investment
1	HVAC SYSTEM UPGRADATION		
A.	Connected with Automotive BMS system (ongoing upgradation)	2016-18	High
B.	Cold Condensate Water from AHUs fed to Cooling Towers after UV treatment	2018-19	Low
C.	Cooling coil performance improvement by 2 stage cooling	2018-19	Low
D.	Installation of VFDs in Cooling Tower & AHUs	2017-18	Low
2	Minimize Heat Ingress from Façade Windows	2018-19	Low

The business relevance / benefits of the above energy conservation measures implemented in HVAC are:-

- 20-25% Energy Saving compared to Old system
- Increased Customer Satisfaction on account of thermal comfort
- Operational manpower reduction
- Automatic Controls, reduced manpower dependence
- Important parameter monitoring & logging in BMS for diagnosis

PBC has experienced a reduction of maximum 30% in the electricity bills due to its energy conservation measures. We are working on these practices to further improve our energy efficiency.

Energy Consumption Last 3 Years		
Year	(KWH)	AAhEPI (Wh/hr/Sqm)
2016	508,332	19
2017	452,316	17
2018	485,004	18

ANNUAL AVERAGE HOURLY ENERGY PERFORMANCE INDEX FROM JAN 2016 TILL DEC 2018



GHG EMISSION REDUCTION ASSOCIATED WITH BSES ELECTRICITY PURCHASED

GHG Emission reduction is almost 50% compare to last 10 years figures. We have used online Emission Calculation Protocol developed by World Resource Institute (WRI): Global Warming Potential (GWP) set of “2001 IPCC Third Assessment Report”, the Greenhouse Gas emission resulting from energy consumption at PBC and associated grounds has been calculated as:

Summary of Greenhouse Gas Emissions			
Year	Annual Energy Consumption (KWh)	Emission of CO2 (tones)	CO2 Emission Factor (Kg of GHG/KWh)
2008	902,736	849	0.94
2009	713,660	671	0.94
2010	888,928	836	0.94
2011	871,274	819	0.94
2012	661,554	622	0.94
2013	601,982	566	0.94
2014	558,564	525	0.94
2015	569,988	535	0.94
2016	508,332	478	0.94
2017	452,316	425	0.94
2018	485,004	456	0.94

The increase in GHG emission in the year 2018 due the BSES Grid power consumption is 6.7% as compared to the previous year 2017

Sustainable Development GOAL



Ensure access to affordable, reliable, sustainable and modern energy for all

The goal of sustainability requires a more extended timelines for return on investment (ROI) but once initial investments are made, they can actually lead to increase profitability.

When PBC started its business it was required to follow the standard operating norms for any large commercial facility. Be it energy, water consumption, waste handling or thermal comfort, the standards were not challenging enough and the customers were also not demanding them in India.

We had different ideas, our ambition was not to create another facility in Delhi but to create a world class building which could compete with the best in facilities, operating costs and wellness for its occupants.

This burning ambition made us work hard on meeting international standards on energy and environment and even exceed some of them.

We were one of the first existing buildings to be certified as USGBC LEED platinum and its today globally recognized for its healthy indoor air quality.

One example is free cooling for buildings, which takes advantage of naturally- occurring phenomena to control temperatures, Although the technologies involves may require initial cash outlay, the renewal resources they rely upon are freely available and reliable, which will eventually pay off.

The CAPEX on using plants and technology for air purification and lowering CO2 levels in the air inside offices pays for itself by way of lower OPEX relating to Electricity bills.

Another example is the energy consumption of PBC that uses Technology and over 7,000 plants to Grow its own Fresh air. The average annual energy consumption of the BEE 5 star rated building, certified USGBC LEED Platinum and CII-IGBC rated Platinum for Health and Wellbeing of its occupants is currently < 18 whr /hr /m2.

This is less than half of the normal A class buildings, while the CO2 levels indoors are < 600 ppm and PM 2.5 under 15 ug/m3, when the ambient (outdoors) is 350 ug/m3.

We at PBC constantly try and headed towards conservation of energy and we make annual plans with budgets and resource mobilization to achieve our targets.

WATER CONSERVATION MEASURES

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 manage our vital water resources in a sustainable manner.

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

Monitoring & Reporting System

Daily monitoring and recording of the water consumption at each area of consumption is done in order to control any kind of water wastage.

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

WASTE MANAGEMENT

PBC has integrated its waste management system in its daily operations.

The mantra is: Reduce, Refuse, Reuse and Recycle.

Some of the waste management strategies are:

- Waste is segregated at its origin. PBC has placed separate bins for different types of waste like 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 Delhi Pollution Control Committee (DPCC) norms, the parameters of the discharge is periodically tested from DPCC approved Lab. Results are within the specified parameters.
- PBC also uses discharged water from effluent treatment plant: Discharged treated water from Effluent Treatment Plant (ETP) is used in Vermi-compost Pit and for gardening purpose.
- PBC recycles paper and plastic waste. Several trees are chopped down in order to produce papers. At PBC, they 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.
- The team is advised to reuse one-sided paper & promote communication through I-mail/ E-mail.

INDOOR AIR QUALITY

IAQ at PBC conforms to IGBC Health & Wellbeing Rating, ASHRAE, ISHRAE & WHO standards.

We maintain all IAQ ratings as per national & international standards.

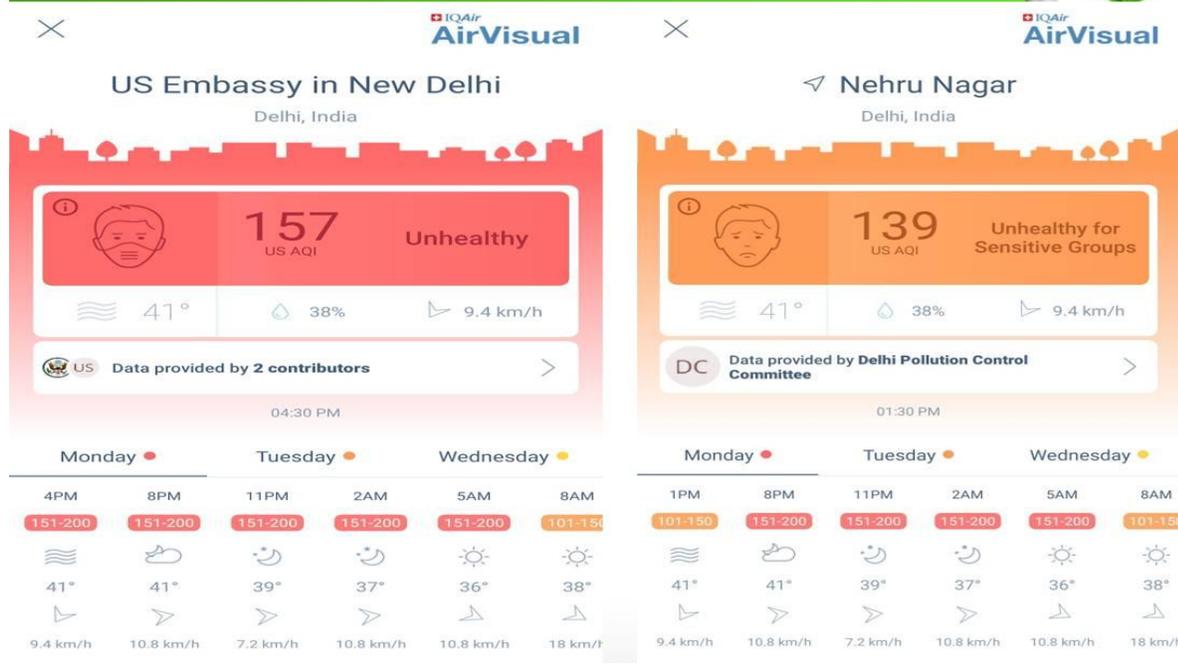
- PM 2.5 < 15 all the time
- CO₂ levels are usually less than 650 ppm(ambient level is 450-470 ppm)
- TVOC's are under 200 ug/m³
- SO_x, NO_x and Ozone are as per USA ASHRAE standards
- Bacteria and Fungus levels are significantly lower than as per WHO standards, reducing incidents of viral infections

The latest study published by Harvard University –Harvard T.H. Chan School of Public Health in October 2016, states that there is an increase in occupant productivity of 299%, in a green + environment, like PBC in the area where the occupant was in the category of information usage. This study can be found on www.thecogfxstudy.com

Some of the best practices followed to maintain Indoor Air Quality at PBC:

- “Living” Air filtration system with > 7,000 indoor plants (3 specific toxin removing plants)
- Several hundred patented hydroponic planters used for growing indoor plants to reduce bacteria and fungus
- Created a micro-climate by converting a surrounding slum into a beautiful park , known as Nehru Place Greens; and planted >2,000 trees
- Ambient Air Treatment Plant (Air Washer) with Electro-static Precipitator (ESP), Titanium Dioxide Box with UV lights
- AHUs with UV lights
- Air curtains at entry / exit points
- Building sealed and a positive air pressure maintained to avoid untreated air ingress
- We Publish our IAQ readings everyday on our website

Air Quality at US Embassy & PBC on July 05, 2019



Air Quality Readings at PBC on July 05, 2019



Test – 11:00 AM on July 05, 2019

Location	PM10 µg/m3	PM2.5 µg/m3	PM1 µg/m3	CO2 ppm	TVOC µg/m3	Sound Level dB	Ozone ppb	Carbon Monoxide ppm
Ambient	65	36	25	423	15	67	27	0
Green House	4	3	2	396	40	58	13	0
Lattice	7	5	4	400	48	59	13	0
6th Floor	3	2	1	521	125	48	10	0
5th Floor	3	2	1	613	141	53	9	0
4th Floor	2	1	1	560	120	49	9	0
3rd Floor	3	2	1	598	135	54	9	0
2nd Floor	3	2	1	512	95	49	10	0
1st Floor	3	2	1	536	110	51	9	0
Ground Floor	5	3	2	540	192	65	9	0
Café	3	2	1	537	148	59	9	0

Following are the standards
 Indoor CO2 < 700 ppm over Ambient (USGBC) &
 As per Harvard University Study, October 2016 < 600 ppm - www.thecogfxstudy.com -
 For Increase in cognitive ability
 Ozone (O3) < 51 ppb (USGBC WELL)
 TVOC's < 500 µg/m3 (USGBC WELL)

Special Tests

Parameters	Test Done on	Ambient	Green House	In PBC (avg)
Total Microbial Count cfu/m3	10/05/19	22	0	11
Formaldehyde ppb	16/05/19	0	0	6
Chlorine µg/m3	18/02/19	ND	ND	ND
Lead µg/m3	18/02/19	ND	ND	ND
Mercury mg/m3	01/08/17	ND	-	ND
Nox µg/m3	25/3/2019	34	18	14

Following are the standards
 Total Microbial count < 50 cfu /m3 (WHO)
 Formaldehyde < 27 ppb (ASHRAE)
 Chlorine < 21 µg /m3 (USEPA)
 Lead < 1.5 µg /m3 (ASHRAE)
 Mercury < 0.05 mg /m3 (NIOSH)
 Nox < 40 µg /m3 (ISHRAE)

Benefits of IAQ

In PBC, at the starting point i.e green house (lungs of the building), we maintain CO₂ levels less than ambient as indicated in the chart above. As a result of which, we are able to pump in less fresh air in the building & hence save energy. So the bottom line is its good for pocket, cognitive ability & productivity of occupants.

Special Indoor Air Tests

Chlorine & Lead:

At PBC, we carried out special test for Chlorine & Lead in the air and also inside at our Green House with lots of plants from where air is pumped into the building and inside the building.

- Impact of Chlorine - Chronic (long-term) exposure to chlorine gas in workers has, resulted in respiratory effects, including eye and throat irritation and airflow obstruction. Chlorine is a potent irritant in humans to the eyes, the upper respiratory tract, and the lungs.
- Impact of Lead - Once taken into the body, lead distributes throughout the body in the blood and is accumulated in the bones. Depending on the level of exposure, lead can adversely affect the nervous system, kidney function, immune system, reproductive and developmental systems and the cardiovascular system. Lead exposure also affects the oxygen carrying capacity of the blood.

Nickel & Manganese:

Nickel and Manganese other health hazardous components found in the air. At PBC, we will soon get these components tested in the air.

- Impact of Nickel - The most harmful health effects from exposure to nickel, such as chronic bronchitis, reduced lung function, and cancer of the lung and nasal sinus, have occurred in people who have breathed dust containing certain nickel compounds while working in nickel refineries or nickel-processing plants. The levels of nickel in these workplaces were much higher than usual (background) levels in the environment.
- Impact of Manganese - The inhalation of a large quantity of dust or fumes containing manganese may cause irritation of the lungs which could lead to pneumonia.



Life line of PBC – “Green House”

Sustainable Development GOAL



Ensure healthy lives and promote well-being for all at all ages

Mr. Kamal Meattle, Chairman Emeritus (PBC) has worked for many years on improving the air quality of his surroundings in Delhi and is well-known in the field for research and development.

He spoke about 'How to grow fresh air' using three common plants. This TED talk has been viewed by over 3.3 million people.

Mr. Barun Aggarwal, CEO and founder of Breathe Easy™ - India's first full-service indoor air purifying solutions provider, is a very successful Start Up incubated by PBC, with a formidable reference list, that now helps others in built environment, implement solutions to improve Indoor Air Quality, while reducing their energy footprint.

The two have just co-authored a book published by Juggernaut on "How to Grow Fresh Air", that simply offers simple solution to Pollution at home, how to remain healthy and improve one's cognitive ability to full potential. Even as the air quality in Delhi NCR deteriorates to alarmingly poor levels, they provide some cost-effective tips on how to keep the air around you clean and breathable.

PBC is an active member of Indian Green Building Council (IGBC), USGBC and CII, which are taking the message and knowhow to the business community over the country.

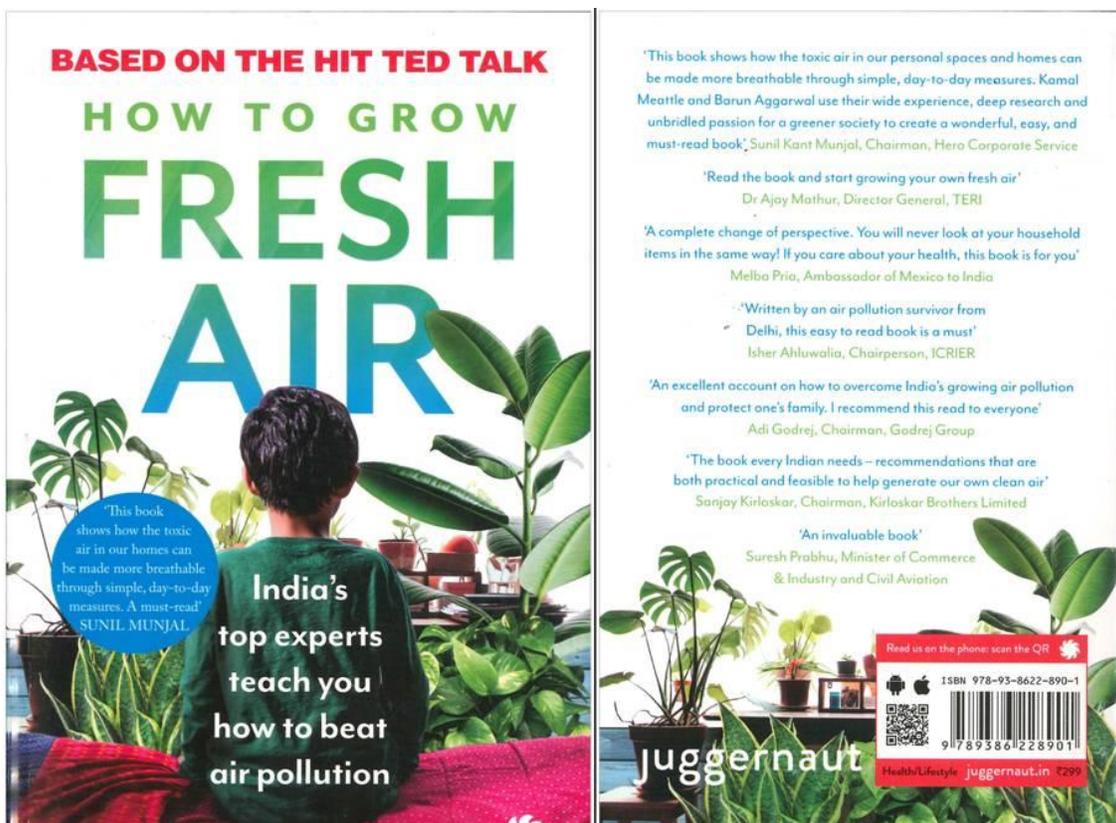
We have been proactively participating in seminars, workshops, keynote session etc. to disseminate health & wellbeing agenda to everyone. Also, to create awareness among society, we organize many school, colleges & companies visit to PBC to experience the difference and to share our knowledge & best practices implemented at an affordable cost.

It is important to protect oneself and do the best we can to save ourselves from poor air quality and motivates others to do the same so that we can improve health, productivity, and cognitive ability. Given that our air quality is worsening each year, those who can do something for themselves, should do so now and set an example for others to see a green urban future.

People can start implementing small measures for improving the air quality from their homes. Growing clean air inside the home is within your control. Planting air purifying plants in homes, ventilated rooms, control release of toxins (such as paints, polishing, fumigation, nail paints, carpets etc.)

TED talks and other forums of community engagements are also being used to take the message forward.

Also with The Climate Reality Project – India Chapter (TCPI), we are pursuing a Green School Program where schools are being helped in becoming more efficient in energy consumption, to do rain water harvesting and recycle waste. The message from schools goes to the community directly and can bring about transformational change.



“How to Grow Fresh Air” – A book author by Mr. Kamal Meattle and Mr. Barun

VIII. THE ORGANIZATION INITIATES PROMOTION OF GREATER ENVIRONMENTAL RESPONSIBILITY

PBC believes in environmental awareness among PBC team members & stakeholders. Our values encourage and motivate us to have partnerships 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 are as follows:

LEARN & EARN PROGRAM

With the objective of spreading awareness on green concepts, PBC came up with “Learn & Earn” Program, wherein students get a chance to learn and earn wisdom about making their environment green.



Mr. Kamal Meattle and Mr. Barun during some of the visits at PBC

Recently, PG Students from IIT Delhi visited PBC along with the Professors to learn about its sustainable ways. PBC shared various green initiatives related to energy and water conservation, waste management and sustainability.

Mr. Barun explained them how dangerous is Indoor Air Pollution when compared with the ambient air and that is why it needs more attention. He further elaborated about the major indoor air pollutants i.e. PM 2.5, PM 10, VOC's, etc. He explained how PBC has better indoor air quality compared to other buildings.

Our CEO Emeritus, Mr. Meattle elaborated on the importance of green & healthy work spaces. He also explained how we combat pollution and grow our own fresh air with the help of more than 7,000 toxin removing plants that are grown indoors.

Sustainable Development GOAL

13 CLIMATE ACTION



Take urgent actions to combat climate change and its impacts

PBC has been proactive in the activities of The Climate Reality Project. Our Chairman, Mr. Meattle is the trustee to The Climate Reality Project – India Chapter (TCPI).

The Climate Reality Project, founded and chaired by former Vice President and Nobel Laureate Al Gore, is dedicated to unleashing a global cultural movement demanding action on the climate crisis. The Climate Reality Project, India- an independent chapter of this international organization was established in March 2008 with the help of Al Gore and Dr. R K Pachauri. Their mission is to catalyze a global solution to the climate crisis by making urgent action a necessity across every level of society.



PBC has partnered with TCPI in various awareness campaigns and other initiatives, and has also been rendering continued support to its Teacher's Training Program to be undertaken in collaboration with Delhi Government.

This program aims at taking the climate message to 10,000 teachers from 5,000 Delhi Schools, ultimately reaching out to 1 million children. This will inculcate climate-based solution metrics in the children and further help them in understanding the factors behind climate crisis and how one can act wisely to reduce the adverse effects of climate change.

IX. ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

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
- In-house employee awareness programs

TAKING THE “GREEN” MESSAGE TO THE KEEN LEARNERS

PBC believes in sharing its knowledge to enhance capabilities to create a better future, and that can happen by inculcating sustainable values in the students (the future of the world)

PBC has been proactively spreading awareness on green concepts amongst school and college children.

We create awareness on the importance of energy & water conservation, waste management, resource optimization and natural ways to combat air pollution.

We demonstrate them our initiatives so as to make them aware of the viable measures. Each individual can contribute in making our World a greener and more sustainable home for all and the coming generations. And, we show them how such things are possible.

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 favor 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.

ROAD AHEAD

Roadmap for the year 2019-20

- At PBC, we have invested heavily to deal with increasing levels of pollution:
 - By creating an additional green house on the roof
 - This will also ensure round the clock Indoor Air quality inside the building
 - We have installed photovoltaic to generate solar energy to further optimize our energy consumption
- Going towards “RESET” certification for Indoor Air Quality.
RESET is the world’s first sensor-based and performance-driven building standard and certification program.
PBC core team members are trained on this certification.

MEDIA BUZZ

A Green & Healthy Retrofit – India's Platinum Case Study

Monday 16th July 2018



ABOUT GREEN BUILDING ABOUT US OUR GREEN BUILDING COUNCILS OUR WFP

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A Green & Healthy Retrofit – India's Platinum Case Study

Monday 16th July 2018



https://www.worldgbc.org/news-media/green-healthy-retrofit—india-s-platinum-case-study



ABOUT GREEN BUILDING ABOUT US OUR GREEN BUILDING COUNCILS

Case Study: Paharpur Business Centre

The Paharpur Business Centre (PBC) is a 30 year old commercial building, located in Delhi, India. The building houses 250 employees working in small and medium enterprises. The slogan of the centre emphasises the core values of productivity and occupant health: *'Breathe Fresh, Work Smart'*. However, the environmental credentials of this building are not to be overlooked. PBC is a certified green building and is consistently reporting impressive energy efficiency figures in operation.

The PBC is India's first project to be awarded a Platinum Level certification from IGBC's Health and Wellbeing rating tool – so what strategies have been implemented to achieve this?



Healthy, Sustainable Strategies

The PBC implemented sustainable design and operation features to improve the working environment. Flagship features within the building include:

- Fresh air: over 5,000 indoor plants purify the air, boosted by electrostatic, carbon and HEPA filters to remove particles and allergens. Indoor air quality is monitored and displayed to building occupants.
- Clean water: the quality of drinking and treated water is tested quarterly to minimise the risk of water-borne diseases.
- Comfort feedback loop: strategies to improve physical comfort parameters (visual, thermal, acoustic, olfactory and ergonomic) based on occupant survey feedback have been implemented, both improving the environment and ensuring staff feel valued.
- Indoor cleanliness: housekeeping procedures are in place to maintain cleanliness and control outdoor dust pollutants. Environmentally-friendly chemicals are used to reduce any adverse impact on respirator systems.
- Healthy lifestyle incentives: food and nutrition labelling encourages the consumption of healthy food. The building also provides fitness facilities for occupants.

India's Paharpur Business Centre offers a refreshing new flavour to the health and wellbeing industry. It's an internationally relevant example of healthy, resource efficient design that is operating in an existing building and certified with a methodology developed for the local culture.

The green building industry has demonstrated in recent years that there is a business case for buildings that benefit people and planet. We've seen cutting-edge examples of healthy, green new builds with shiny exteriors, productive occupants and persuasive paybacks. However, it is truly stimulating for our industry to investigate the success of a building that has incorporated the core principles of green, healthy buildings in a unit that has been operational for decades. We need examples to show the how-to of healthy retrofit of our existing building stock, and the Paharpur Business Centre offers a promising insight into this area of increasing industry importance.

Building the business case

To date, the PBC is calculating the economic benefit of their healthy, green building by using the metrics of reduced absenteeism and increased productivity.

However, third party occupant satisfaction surveys have indicated that 95% of occupants are satisfied with the environment provided at PBC. Although the business case is yet to be quantified, it can be expected that such high levels of staff satisfaction will almost certainly be reflected in reduced staff turnover. Therefore recruitment and training costs will be lower and will hopefully also correlate with improved staff productivity and business output. Furthermore, documented high levels of energy efficiency should also be reflected in utility overheads, demonstrating the complimentary business case for green and healthy sustainable buildings.

Here at WorldGBC, we commend the Indian GBC for using their new health and wellbeing certification to demonstrate that healthy, green strategies are not just for new builds. It's a lesson learnt for us all: you do not need to wait for your retrofit schedule or your new office move to build healthy, green strategies into a space. The development of IGBC and CII's certification also proves that human sustainability strategies are most powerful when they are culturally relevant. Additionally, best practice guidance and research should be adapted to be regionally and societally ingrained.

We would like to thank IGBC for sharing details of their most recent healthy, green case study and look forward to presenting more information on the business impacts once available.

C'est un monde - Cette semaine, la
vie au travail sera à l'honneur
(Documentary on Employee
Welfare)_France 2 TV

Monday 25th September 2018



A Gift of Green_Mint

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SATURDAY, 3 NOVEMBER 2018
NEW DELHI

09

A GIFT OF GREEN

Can you grow your own fresh air? A new book by an environmentalist and an entrepreneur looks at simple methods for answers

Nitin Sreedhar
nitin@pnh.com

The correlation between pollution or smoggy air and our cognitive ability has been a point of contention in numerous research studies. A recent study, *The Impact Of Exposure To Air Pollution On Cognitive Performance*, conducted in August by researchers from Yale University, Beijing Normal University and Peking University, found that exposure to air pollution was linked to decline in cognition.

We spend almost 90% of our time indoors, but we don't realize that the air inside our office or house is not that great either. There is, in fact, a term for this: Sick building syndrome. According to a 1984 World Health Organization Committee report, up to 30% of new and remodelled buildings worldwide were the subject of excessive complaints related to indoor air quality. Inadequate ventilation and contaminants from indoor sources pollute the air we breathe, which has a direct implication on our productivity.

"The problem of air pollution is vast. I term it as a national health emergency. The awareness levels of the severity of the situation are very low. What we need is good high-quality research that should be conducted in India and shows how severe the effects of air pollution are," says Binay Agarwal, head of the Green Champions Pvt Ltd. Agarwal is the co-author of *How To Grow Fresh Air*, along with environmentalist Kamal Meattle, chairman emeritus of the Paharpur Business Centre (PBC), an Indian air pollution solutions provider.

In 2009, Meattle delivered a TED talk called "How To Grow Fresh Air". But how does one grow air? The answer is all around us, green plants.

"When you experiment, you find something which is inexpensive and works well," says Meattle. We are meeting him at Lattica, a rooftop lounge at PBC in Nehru Place, which has green space with vertical gardens, pots of snake plant and areca palm retrofitted with small exhaust-like fans that circulate fresh air. Air quality monitors show the PM 2.5 levels in this sitting area to be 1-2. On an average, these levels elsewhere in Delhi are way over the safe standard, going up to 207-25.

Meattle tells Lounge why air pollution needs to be tackled as a matter of urgency and how we can manage their air pollutants. Edited excerpt:

You say in the book that 'air pollution makes a great necessity, and that's about it.' Do you feel there is a need to focus on air pollution on a daily basis?

Absolutely. If you value your life, then you have to do it. I think the first thing to do is to understand. What is the size of your lungs? Most people have no idea about the surface area of the lungs. It is about 40 times the area of your skin or roughly half the size of a full-sized tennis court or more, depending upon your size. When you visualize that, you start thinking that your lung's surface area is so large. If the dirty air that is breathing is going to cover this entire surface

What's in the air around you

What is PM 2.5
This form of particulate matter (dust, dirt, soot, combustion particles, smoke or metal) is 2.5 micrometers or smaller. An average strand of human hair is 70 micrometers in diameter—that's 30 times larger than these particles. PM 2.5 particles are so fine, and inhalable, that they can go deep into the lungs and enter our bloodstream.

Formaldehyde and VOCs
Formaldehyde comes from plastic, carpets, furniture and other building materials. It is a colourless gas that is water-soluble. Its pungent odour makes it easy to detect, and causes irritation in the eyes and respiratory tract.

VOCs, or volatile organic compounds, are organic chemicals that vaporize at room temperature. Many indoor sources like perfumes, hair sprays, dry cleaning fluid, paints, etc., emit VOCs. Prolonged exposure to VOCs can damage the lungs and affect the kidneys.

Ozone
The ozone that occurs in the upper atmosphere is the "good ozone" that shields the planet from the sun's ultraviolet rays. But the ozone that is created on the ground level is termed bad ozone. It is the result of chemical reactions between oxides of nitrogen and other VOCs when they are exposed to sunlight. The exhaust in vehicles, industrial facilities and even some electric appliances are known sources of ground-level ozone.

area... what happens when the PM 2.5 levels or the VOCs to toxic organic compounds are high?

One must understand the basic concept of how the oxygen that we breathe in their air goes into the blood. There are about half a billion alveoli hanging in our lungs. When we breathe the air, this air is covering this huge surface. So the air cover is very thin. The moisture in the alveoli absorbs the oxygen and now there is blood coming back from our system which is going inside the alveoli. There is less oxygen in the blood coming back versus the oxygen level which we are breathing

on the surface of the alveoli. Through osmosis, from the high pressure area to the low pressure area, the oxygen travels and oxygenates the blood, which goes back into our system.

But along with the oxygen, the PM 2.5—which are about 80-90% of Delhi's air—go into our system or arteries and lodge themselves. You must remember that you breathe in the PM 2.5 but you breathe out zero PM 2.5. They all go into your system. If you live in Delhi, they first get trapped in your nose, next in the surface of your lungs and the PM 2.5 goes into your arteries, so sooner or later you will need stents. That is not understood.

You also say that 'I am alive because of nature'.
Some years ago my younger son told me you are like a typical Ayurved who has found something. Does it talk about it and you will die with your idea. That's why I went and did this TED Talk in 2009. I thought I had done my work. Then the question was: Why don't we say what we have learnt over the years, including the purification system, in simple language, put it down in a book, so that people can become aware of the problem, talk about it, think of a solution for themselves... maybe there is a better solution available somewhere. So, the idea is to get this talk going that yes, air pollution is an issue. We must do something about it for our own lives, whether I am a *chowkidar* guard or a policeman. I could be anybody. If the book is for anybody and everybody.

The day after Diwali is probably one of the toughest for people in Delhi. How does one cope?
Delhi is not livable from October-March, from Diwali to Holi. If you have a choice, leave. If you don't have a choice, and you have to live, you must watch out. If you buy an air purifier, you must make sure that it does not emit ozone. Air purifiers that are certified for 'O3' in the EU are not okay here because the ozone levels in the EU are not that high. So you must be aware. If you just want to eliminate the PM 2.5, you must get an air purifier of some kind. If you also want the CO2 levels to be low, to improve your cognitive abilities, then you get into different kind of solution... Suppose you want to exercise. At least check the AQI air quality index. If it's more than 150-200, forget about trying to jog and walk. Open your windows when there is cleaner air. There are many simple things you can do.

PBC has excellent air quality inside the building. But one can't stay indoors all the time. You mention three plants in the book. Why can't we do something similar outdoors?

These three plants (areca palm, money plant and mother-in-law's tongue) we picked were inexpensive, easy to maintain and effective. But all kinds of trees, plants and mother-in-law's tongue are not photosynthetic. But when there is high level of pollution, the stomata get covered with muck and they stop the pho-



Kamal Meattle, of the Paharpur Business Centre.



How To Grow Fresh Air, By Kamal Meattle, Binay Agarwal, Juggernaut, 256 pages, ₹299

What makes these three plants special

Areca palm (Dyppis lutescens) is a great plant to convert CO2 into oxygen. The air will definitely be fresher if you have this plant in a closed room. The plant works effectively even in an open room. Areca palm plants need bright natural light to function. But they should be kept away from direct, harsh light. These plants grow well in moist, well-drained soil and need a liquid fertilizer, with nutrients such as nitrogen, phosphorus and potassium in equal proportions.

Plants required per person: four plants that are at least shoulder-length high.

The mother-in-law's tongue (Sansevieria trifasciata) or the snake plant does the same job through chemical synthesis, mostly at night. This perennial ever-green plant exchanges oxygen and carbon dioxide using a process called CAM (crassulacean acid metabolism) photosynthesis, found in few



The monocult plant (Eriosema aureum) helps reduce formaldehyde, found in every home and office, and other pollutants such as carbon monoxide. While these plants can be grown in soil, they work equally well in hydroponics or water. They require bright to semi-dark light and survive easily indoors. It is a remarkably strong air-purifying plant that only requires regular watering. The best way to keep the plant clean is to hold it by the stem, wash it in water, change the water in the bowl and put it back again.

Plants required per person: 40-50 stems if grown in water, and five 8-inch pots if grown in soil.

study on healthy buildings and how air quality may have an impact on an individual's productivity. What should organizations do to make their buildings healthy?

I have headed a committee of CII-GBC (Confederation of Indian Industry-Green Business Centre) for healthy and well-being. We are the first building in India on GBC (Green Building Council) to be rated as platinum. And there are now others following. In my opinion, today green buildings should get themselves a rating for health and well-being. We cannot have smart cities with dumb people... Who are you building these cities for? Human beings. What are you doing to make sure that these human beings achieve their full potential in that building? It is not by just saving electricity and water. It is by making sure that the person is healthy or healthier in that particular building.

You say 'we still have a long way to go before we can enjoy fresh air'.

It is a question of awareness and action. If the government and leaders want to do it, they can do it. They are doing it but it seems like they are being pushed to do it because of public opinion and the courts. For example, we still don't have the Euro VI cars. If a Maybach, which is a top of the line Mercedes Benz, is being shipped to India, they would have to remove the diesel particulate filter. Why? Because the diesel particulate filter only works when themselves a rating for health and well-being. We cannot have smart cities with dumb people... Who are you building these cities for? Human beings. What are you doing to make sure that these human beings achieve their full potential in that building? It is not by just saving electricity and water. It is by making sure that the person is healthy or healthier in that particular building.

You have quoted a 2016 Harvard

Cleaning air in our homes key to checking pollution: Book <https://www.outlookindia.com/news/scroll/cleaning-air-in-our-homes-k...>

Outlook
THE NEWS SCROLL

86 NOVEMBER 2018 | Last Updated at 12:04 PM | SOURCE: PTI

Cleaning air in our homes key to checking pollution: Book

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New Delhi, Nov 4: Charity begins at home and so should our effort to ensure the indoor air is clean, say two experts in the field of air purification who suggest ways on how we can protect ourselves from the dangers of growing air pollution.

According to Kamal Meattle and Haran Aggarwal, who have come out with a book titled "How to Grow Fresh Air", fresh air helps us think better and become smarter in view of air pollution choking the country, particularly Delhi.

They say our homes and other indoor spaces where we spend most of our lives are also very toxic but this is one problem we can fix.

"Because unlike outside air, our homes are under our control. So, this is the space we should focus all our attention on and ensure the air is clean," the authors say.

In the book, published by Juggernaut, Meattle and Aggarwal share practical suggestions, recommendations and solutions on how best one can have clean air indoors.

They say that implementing these measures - declutter and clean, invest in a good air purifier, sealing and ventilation, and indoor plants that give fresh air - can change lives dramatically.

They also say that changing the way people live or rearranging homes or simple actions like keeping bedrooms clean and carpet-free can reduce the toxicity levels in homes.

"Some of these may seem impractical at first, but it is just a matter of getting used to the changes. The benefits of these suggestions far outweigh the temporary discomfort one may face," they say.

Meattle is an environmentalist whose own office block - Paharpur Business Centre - is rated among Delhi's cleanest buildings and Aggarwal is the CEO and founder of Breathe Easy, an indoor air purifying solutions provider.

They say for Delhiites, air pollution has become a household term.

"This is because vehicular pollution isn't the only reason the capital's air is so bad. There are several other reasons that contribute to this, such as a historical problem that resurfaces every year - stubble burning in Delhi's neighbouring states of Haryana, Uttar Pradesh and Punjab," the book says. ZMN RDS RDS ...

Cleaning air in our homes key to checking pollution Book_Outlook

Sundav 4th November 2018

2018-11-05
PBC Coverage & Book Release @ TimesNow

2018-11-16
How to Grow Fresh Air Inside Your House Amidst Pollution @ Quint Fit

2018-11-13
How to beat Delhi Pollution @ Zee Business

2018-11-02
The Search for Fresh Air Inside @ Times Now

2018-11-11
India's Pollution Business Market @ BBC News



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