enabler
facilities services more




# ESG Report

## Enablers Property Services Pvt Ltd

## Our Sustainability Journey Continues...

*Integrating Sustainability Into Facility Management Excellence*

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# Leadership **Message**

At Enablers, we believe that sustainable growth is fundamental to building long-term value for our clients, employees and communities. As a facility management organization serving diverse industries, we recognize our responsibility to integrate Environmental, Social, and Governance (ESG) principles into the way we operate and deliver our services.

Our approach to sustainability focuses on reducing environmental impact through responsible resource management, energy efficiency and waste reduction while supporting our clients in creating safer, healthier and more efficient workplaces. At the same time, we remain committed to the social dimension of ESG by investing in employee well-being, strengthening safety practices, promoting skill development and fostering an inclusive work culture that empowers our workforce.

Equally important is our commitment to strong governance and ethical business practices. Transparency, accountability and integrity guide our decisions and partnerships, ensuring that our growth is responsible and aligned with global sustainability expectations.

This Sustainability Report reflects our continued efforts to strengthen our ESG framework, improve operational efficiency and create a positive environmental and social impact. I extend my sincere appreciation to our employees, clients and partners for their trust and collaboration as we work together to build a more sustainable future.

Enablers Property Services Pvt . Ltd.
**Lalit Narain Singh**
Managing Director



# Highlights of the **Report:**

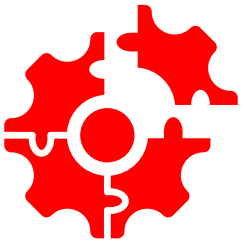
ESG Materiality Assessment completed with Peer Review, Stakeholder Consultations with 7 key stakeholder Groups and plotting of 15 finalized material topics



Total organizational carbon footprint for FY 2025–26 was 826.85 $tCO_2e$, reflecting a year-on-year reduction of 350.81 $tCO_2e$ (29.8%) from 1,177.66 $tCO_2e$ in FY 2024–2



Strengthening its governance framework by embedding digital innovation and transparency





Reduction of approximately 97.7% in chemical concentrate usage due to Green Clean Initiative

Total of 61 employees were recognized across key locations for Rewards & Recognitions





Promoted inclusive hiring through its Employment of Persons with Disabilities (PWD) inclusive hiring initiatives

Enablers has introduced a Skill Matrix and Upskilling Initiative, deploying certified trainers across sites to monitor performance and enable career progression



# About the Organization

Enablers Property Services Pvt. Ltd. is an **ISO 9001 certified organization** headquartered in Bengaluru, India, with a strong operational presence across **Bengaluru, Hyderabad, Chennai, Mysuru, and Puducherry**. With over **18 years of experience** in the commercial cleaning and facility services industry, the company has successfully managed and serviced **over 20 million square feet of commercial space**.

The organization is led by a team of **qualified and experienced professionals**, committed to upholding the highest standards of **integrity, ethics, and service excellence**. Enablers has established itself as a reliable and responsive partner for clients across sectors including IT, BPO, and property management.

## Our Purpose and Objectives

At Enablers, our approach is driven by a commitment to operational excellence and sustainability. We aim to:

- Deliver **high-quality janitorial and facility services** that enhance customer satisfaction and extend the lifecycle of infrastructure
- Integrate **safety, health, and sustainability** as core principles across all operations
- Achieve service excellence through **technology adoption, best practices, and continuous workforce development**

## Core Values

Enablers Property Services is guided by a strong foundation of values that shape its operations and stakeholder relationships:

01 **Integrity and Ethics in all business practices**

02 **Respect for Employees and inclusive workplace culture**

03 **Commitment to Community and Environment**

04 **Quality and Safety Excellence**

# Business
# Operations & Services

Enablers Property Services Pvt. Ltd. operates as a comprehensive **facility and property management service provider**, delivering integrated solutions across a diverse portfolio of commercial establishments. With operations spanning **Bengaluru, Hyderabad, Chennai, Mysuru, and Puducherry**, the organization ensures consistent service delivery through standardized processes, trained personnel, and technology-enabled systems.

## Operational Approach

The company follows a **client-centric and process-driven operational model**, designed to ensure efficiency, quality, and adaptability across varied site requirements. Key elements of its operations include:

- Deployment of **trained and certified manpower** tailored to site-specific needs
- Use of **standard operating procedures (SOPs)** to ensure consistency in service delivery
- Integration of **quality control mechanisms,** including periodic audits and performance reviews
- Adoption of **environmentally responsible practices**, such as optimized resource usage and waste management
- Utilization of **modern equipment and technologies** to enhance productivity and service outcomes

Enablers maintain operational flexibility, enabling it to scale services efficiently across small, medium, and large facilities. The organization adopts a **customized service approach**, tailoring solutions to client-specific requirements while leveraging the latest industry innovations to ensure consistent and high-quality delivery.

## Operational Strength

With over **18 years of industry experience** and a proven track record of servicing over 50 million square feet, Enablers Property Services Pvt. Ltd. combines **scale, expertise, and reliability** to deliver high-quality facility management solutions

# Quality and Safety **Management**

The organization places a strong emphasis on maintaining service quality and ensuring workplace safety:

- Adherence to **client-defined quality standards**
- Conduct of **quarterly quality audits**
- Regular **training on safety protocols and precautionary measures**
- Implementation of **POSH (Prevention of Sexual Harassment) trainings**

Periodic awareness programs on **workplace safety, fire safety, and HSSE practices.**

**4000+**
Employees

**500+**
Happy Clients

**15+**
Year OF Experience

**50M+**
Sq.ft Cleaned & Served

## Sectors


IT/ITES


Commercial Space


Healthcare


Business Services


Manufacturing Units


Educational Institution

# SUSTAINABILITY
# PHILOSOPHY & APPROACH

## SUSTAINABILITY PILLARS

### OUR OFFICE

- **Safe and Inclusive Work Environment:** We are committed to providing a workplace that is not only safe but also inclusive, where every employee feels valued and respected.
- **Professional Development:** Ongoing learning and career growth are vital. We offer continuous professional development opportunities to help our staff reach their full potential.
- **Pay Equity:** Regular reviews of our pay structures ensure that all employees receive fair and equitable compensation for their work.

### OUR PEOPLE

- **Accessible Locations:** We prioritise office locations that are easily accessible by public transportation, reducing commuting-related emissions and supporting sustainable urban mobility.
- **Sustainable Design:** Our office spaces are designed with sustainable principles in mind, integrating features that enhance environmental performance and resource efficiency.
- **Resource Efficiency:** Implementing water and energy-efficient practices in our offices helps minimise our environmental and carbon footprint.

### OUR VALUE CHAIN

- **Sustainable Sourcing:** We collaborate with our suppliers to promote responsible sourcing practices, ensuring that our materials and services align with our sustainability goals.
- **Client Engagement:** By working closely with our clients, we encourage the adoption of environmentally friendly practices, supporting their sustainability objectives.
- **Industry Collaboration:** We partner with coalitions and industry bodies to advocate for policies and solutions that accelerate the transition to sustainable practices across our sector.

# ENVIRONMENTAL PILLAR

# ESG Materiality Assessment

As part of Enablers' ESG reporting and sustainability strategy, **Catalyst Management Services (CMS)** undertook a structured ESG Materiality Assessment to identify and prioritize the sustainability topics most relevant to the organization and its stakeholders. The exercise was designed to combine **industry benchmarking, stakeholder perspectives and management inputs** to establish a focused ESG agenda for the next two years.

## Peer Benchmarking & Review

The assessment commenced with a **peer review of 12 leading global and Indian organizations** operating across facility management, integrated workplace services, real estate and related service sectors. The peer review included **Sodexo, ISS A/S, Compass Group, CBRE Group, Quess Corp Limited, SIS Limited, Updater Services Limited, Embassy Services, 24x7 Facility Service Connect Pvt. Ltd., JLL, SILA and DTSS**. The review helped identify relevant ESG themes and emerging sustainability priorities across the sector and provided an external benchmark for Enablers' materiality assessment.

Based on the peer review and sectoral assessment, CMS developed a list of **20 ESG topics spanning Environmental, Social and Governance dimensions**. These topics were subsequently evaluated through stakeholder engagement to understand their relative importance to Enablers and its key stakeholder groups.

## Stakeholder Consultation

The materiality exercise involved consultations across **seven key stakeholder groups** identified as relevant to Enablers' business and ESG performance:

1. **Governance**
2. **Leadership**
3. **Employees**
4. **Corporate Clients**
5. **Suppliers & Vendors**
6. **Investors & Financial Institutions**
7. **Auditors**

To facilitate informed participation, the **CMS ESG team conducted a dedicated ESG briefing session on 27 August 2026**, providing stakeholders with an understanding of the ESG context, materiality assessment approach and the relevance of the identified sustainability topics.
Following the briefing, stakeholder inputs were collected through a structured **Google Form-based consultation process**. A total of **34 responses** were received across the seven stakeholder groups. The responses were consolidated and analysed to determine the relative materiality of the identified ESG topics from the stakeholder perspective.

## Materiality Assessment and Prioritization

The stakeholder consultation resulted in the development of **materiality scores for the 20 identified ESG topics**, enabling Enablers to understand the issues considered most significant by its internal and external stakeholders.

The assessment was subsequently discussed with Enablers' management to incorporate organizational priorities and business context. Following this management review, **15 priority ESG topics were finalized** as the key areas of focus for the **next two years**.

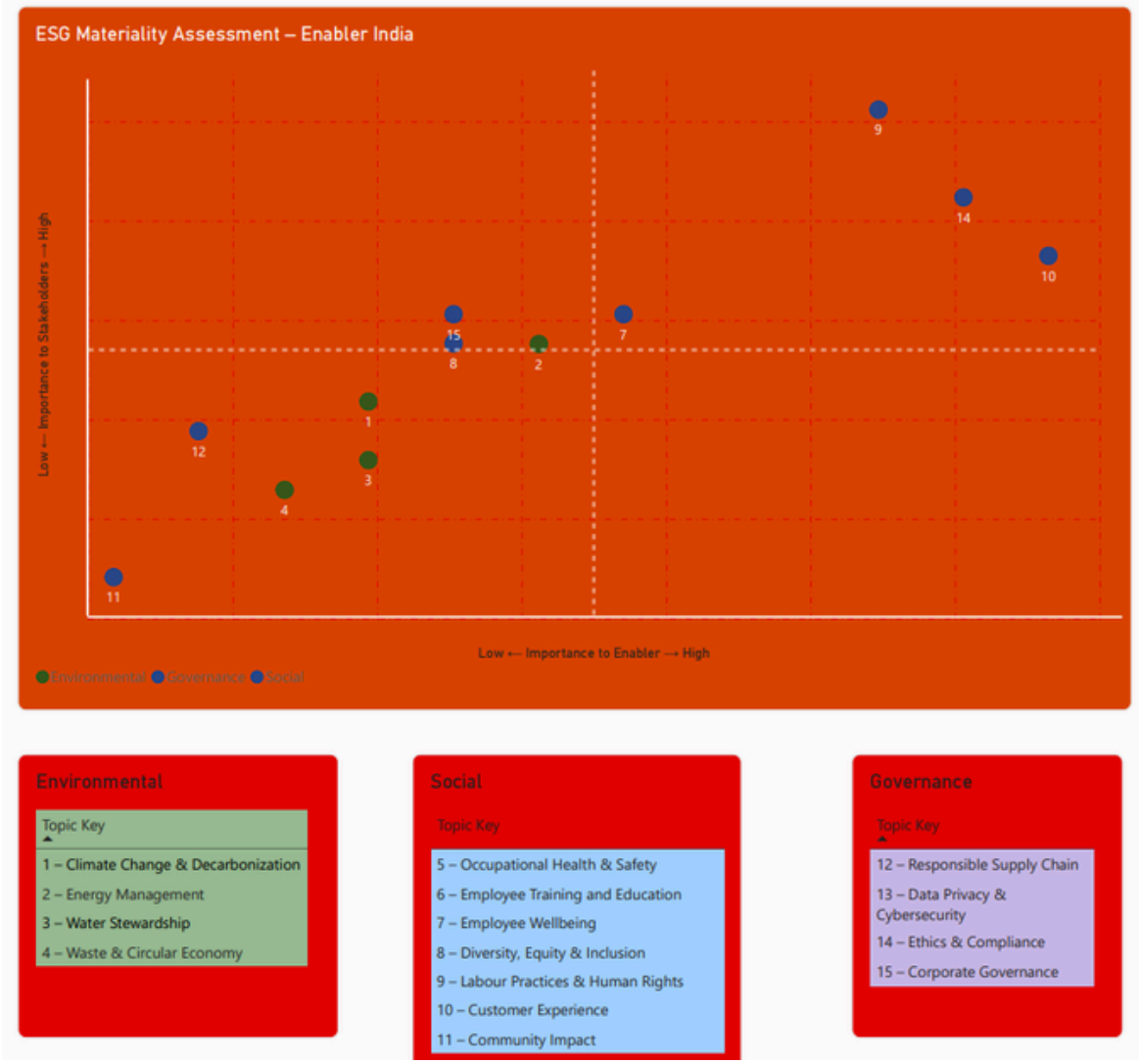
The final material topics will provide the foundation for Enablers' ESG strategy, reporting and performance improvement initiatives, enabling the organization to focus its resources on issues that are most relevant to its stakeholders and business operations.

## Methodology:

Peer benchmarking → ESG topic identification → stakeholder mapping → ESG briefing → stakeholder consultation → materiality scoring → management validation → final prioritization

# ESG Materiality Plot

The materiality assessment plotted the identified ESG topics against two dimensions: importance to stakeholders and importance to Enablers. This enabled CMS and Enablers to distinguish between topics with relatively higher and lower strategic significance and identify areas requiring greater management attention.




The materiality assessment establishes a structured basis for integrating stakeholder expectations into Enablers' ESG strategy and provides a clear roadmap for prioritizing sustainability-related initiatives, disclosures and performance improvement. It also supports the Company's broader commitment to **stakeholder inclusiveness, responsible business practices and transparent ESG reporting**.

## Materiality Outcomes

The assessment indicates that **Social and Governance topics feature prominently among the higher-priority areas,** reflecting the importance of people, responsible business practices, client relationships and governance controls within Enablers' operating context.

Topics positioned towards the higher-importance areas of the materiality assessment include **Labour Practices & Human Rights, Ethics & Compliance, Customer Experience and Employee Wellbeing**, while areas such as **Employee Training & Education, Diversity, Equity & Inclusion and Energy Management** also feature within the assessed priority landscape.

The assessment further highlights the importance of strengthening responsible business practices through areas such as **Responsible Supply Chain, Data Privacy & Cybersecurity and Corporate Governance**, while environmental themes including **Climate Change & Decarbonization, Energy Management, Water Stewardship, and Waste & Circular Economy** provide the foundation for the Company's evolving environmental agenda.

## Management Validation and Final Priorities

Following the stakeholder assessment, the materiality scores were reviewed and discussed with **Enablers' management** to incorporate the Company's business context, strategic priorities and operational considerations.

Based on this combined assessment, **15 priority ESG topics have been finalized by Enablers as key areas of focus for the next two years**. These priorities will provide the foundation for the Company's ESG strategy, initiatives, performance monitoring and future sustainability disclosures.

# Greenhouse Gas (GHG) Emissions Performance

The total organizational carbon footprint for FY 2025–26 was **826.85 $tCO_2e$,** reflecting a year-on-year reduction of **350.81 $tCO_2e$ (29.8%)** from 1,177.66 $tCO_2e$ in FY 2024–25. This net decrease was primarily driven by a substantial drop in Scope 3 emissions, which offset moderate increases in Scope 1 and Scope 2 performance.

# Scope 1 **(Direct Emissions)**



Scope 1 emissions for FY 2025–26 rose to **3.067 $tCO_2e$**, compared to 1.613 $tCO_2e$ in FY 2024–25, marking an increase of **90.1%**.

- **Key Drivers**: Mobile combustion from the Tata Winger operational vehicle was the main primary source, contributing 2.82 $tCO_2e$ (91.9% of Scope 1). LPG consumption at the Bengaluru office accounted for the remaining 0.25 $tCO_2e$.

# Scope 2

# (Energy Indirect Emissions)



Scope 2 emissions for FY 2025–26 totaled **19.162 $tCO_2e$**, representing a **12.6% increase** from 17.016 $tCO_2e$ in FY 2024–25.

- **Key Drivers**: The rise in electricity consumption emissions is primarily attributed to the expansion of reporting boundary parameters, notably the addition of a new warehouse facility during the period.
- **Accounting Methodology**: In alignment with established national reporting standards, calculations utilize location-based emission factors from the Central Electricity Authority (CEA), India, ensuring contextual precision for grid power.

# Scope 3
# (Other Indirect Emissions)



Scope 3 emissions dropped significantly to **804.62 $tCO_2e$** in FY 2025–26, down **30.6% (354.41 $tCO_2e$)** from 1,159.03 $tCO_2e$ in FY 2024–25. Despite the decrease, Scope 3 remains the dominant source, constituting **97.3%** of total footprint emissions.

- **Employee Commuting**: Accounts for **764.88 $tCO_2e$** (95.1% of Scope 3). Commuting footprint fell by **31.1% YoY**, driven by a reduction of ~1,000 ground staff following site contract completions, localized recruitment within a 3 km radius, and an increased preference among site personnel for walking or cycling over motorized transit.
- **Other Categories**: Upstream Transportation (32.39 $tCO_2e$), Waste Generated in Operations (2.99 $tCO_2e$), Purchased Goods & Services (2.57 $tCO_2e$), Business Travel (1.40 $tCO_2e$), and End-of-Life Treatment (0.39 $tCO_2e$).

# Gap Analysis & Strategic Priorities

- **Direct Transport Optimization**: Mitigation of Scope 1 increases through fleet efficiency reviews, route optimization, and progressive transition toward electric or hybrid vehicles.
- **Energy Management**: Countering Scope 2 growth through site-level energy audits and expanded procurement of renewable power.
- **Targeted Decarbonization**: Continued focus on localized hiring and support for low-carbon travel modes to lower overall commuting footprints.
- **Inventory Expansion**: Refinement of data capture frameworks to incorporate additional Scope 3 categories in future reporting cycles.

| Scope 1 | Scope 2 | Scope 3 |
|---|---|---|
| Direct emissions which SCA has control over, Such as the combustion of fuel in company cars or diesel used generators | Indirect emissions from the consumption of purchased electricity, heat or steam, which may result from the energy used to heat and power our offices around the world | Other indirect emissions from upstream and downstream activities across our value chain. We cannot control these ourselves but must exert our influence over third parties and partners to encourage them to decarbonise |







# Green Clean Initiative – Responsible Chemical Management

As part of its commitment to environmentally responsible facility management, Enablers has implemented the Green Clean Initiative across multiple client locations, with notable implementation across Accenture sites. The initiative focuses on controlled chemical dilution, standardized dispensing and responsible consumption of cleaning products, enabling the organization to optimize resource use while maintaining consistent cleaning performance.

During FY 2025–26, approximately 8,517.8 litres of cleaning products were consumed across the identified product categories. For products requiring dilution, approximately 57 litres of concentrated chemical were required to prepare the corresponding cleaning solutions, based on the prescribed dilution ratios. Products designed for direct or ready-to-use application were managed separately.

The initiative uses product-specific dilution ratios as specified by Ecolab, covering products such as multipurpose cleaner, glass cleaner, furniture polish, air freshener, neutral floor cleaner, heavy-duty floor cleaner, acid bathroom cleaner and all-purpose cleaner. Toilet Bowl Cleaner, Oasis Pro Toilet Bowl Cleaner, Magic Shine and Lemon-Eze are classified separately as ready-to-use products with a 100% application ratio.

**Measured Impact**

- Total cleaning product consumption: Approximately 8,517.8 litres
- Concentrated chemical used for diluted products: Approximately 57 litres
- Diluted product categories: Multipurpose Cleaner, Glass Cleaner, Furniture Polish, Air Freshener, Neutral Floor Cleaner, Heavy Duty Floor Cleaner, Acid Bathroom Cleaner and All Purpose Cleaner.
- Standardized dilution: Product-specific dilution ratios applied in accordance with Ecolab specifications.
- Responsible chemical management: Ready-to-use products are separately managed based on their prescribed 100% application ratio.

**Environmental and Operational Benefits**

- Optimized chemical consumption: Controlled dilution ensures concentrated chemicals are used only in the required proportion.
- Reduced chemical wastage: Standardized dispensing helps minimize over-dosing and unnecessary chemical consumption.
- Efficient resource utilization: Supports consistent cleaning outcomes while optimizing chemical inputs.
- Reduced environmental impact: More efficient use of concentrated chemicals can reduce the quantity of chemicals entering wastewater streams.
- Improved workplace safety: Controlled handling and dispensing can reduce unnecessary exposure to concentrated cleaning chemicals.
- Operational consistency: Standardized chemical management enables consistent cleaning practices across operating locations.

The Green Clean Initiative contributes to Enablers' broader environmental objectives by integrating **resource efficiency and responsible chemical management into day-to-day facility management operations**. The initiative is relevant to **GRI 301 (Materials)** and **GRI 306 (Waste)** and can also support the Company's broader resource-efficiency objectives under BRSR Principle 2.

***Waste Recycling Initiative***, the organization has adopted a structured Initiative to ensure responsible disposal of machinery, plastics, and operational waste through government-certified vendors. With 100% of identified waste processed through authorized channels, Enablers ensures compliance with environmental regulations while promoting circularity and sustainable waste management practices. This reflects adherence to **GRI 306 (Waste)** and reinforces compliance with environmental regulations and circular economy principles. These efforts collectively align with **BRSR Principle 6**, which emphasizes environmental protection and responsible resource management.

# Social Initiatives



Enablers demonstrates a strong commitment to employee development, inclusion, and well-being through targeted social initiatives. The organization has implemented a **Digital Onboarding Initiative** via the **Keabis App**, during the period from April 2025 to March 2026, Enablers successfully onboarded 5,898 employees for clients through the digital platform.

This transition from a 17-page physical onboarding process to a digital platform resulted in saving paper, while also eliminating travel requirements, thereby improving employee experience and reducing operational inefficiencies. This initiative contributes indirectly to operational efficiency and aligns with GRI 403 (Occupational Health and Safety) and GRI 302 (Energy – indirect savings through digitalization).

## Measured Impact

**Paper Reduction:**
Transition from a 17-page physical onboarding booklet to a fully digital process resulted in saving paper, contributing to reduced deforestation and paper waste.

**Carbon & Fuel Savings:**

Previously, employees travelled an average of **5–7 km** to the back office for onboarding formalities. With on-site digital onboarding:

- Eliminated thousands of employee travel instances
- Reduced fuel consumption and associated carbon emissions
- Lowered logistical and administrative burden

**Operational Efficiency:**

- Faster onboarding turnaround time
- Improved employee experience with seamless, on-site registration
- Reduced dependency on manual documentation and storage

Enablers demonstrates its commitment to employee development, inclusion, recognition and community engagement through targeted social initiatives. During FY 2025–26, the organization continued to strengthen employee capability through its **Skill Matrix & Upskilling Initiative**, promote internal career progression, recognize employee contributions through structured **Reward & Recognition (R&R)** programmes, and support inclusive employment through its **Persons with Disabilities (PwD) hiring initiative**. The Company also extended its social contribution beyond the workplace through CSR support to an old-age home.

## Skill Matrix & Employee Upskilling Initiative

In line with its focus on human capital development, Enablers continued to implement its Skill Matrix & Upskilling Initiative, with certified trainers deployed across sites to monitor employee performance, provide on-the-job training and identify opportunities for skill enhancement and career progression. A structured Skill Matrix is maintained at each site to assess employee competencies, track progress and support employees in progressing into higher-responsibility roles. This approach supports employee development and internal mobility and is aligned with **GRI 404 (Training and Education)**.

## Measured Impact

- **Employees Promoted: 23 employees were promoted during April 2025–March 2026.**
- **Career Progression: Employees progressed into roles including Lift Marshal, Supervisor, Pantry Boy/Girl, Pantry Lady and Steward.**
- **Internal Mobility: Promotions were recorded across multiple client locations, including RMZ Infinity, Collins Aerospace, Salesforce, APU, Lowe's, Accenture BDC locations and Indiqube Opal.**
- **Women's Career Progression: The promotion records include female employees progressing into roles such as Supervisor, Pantry Lady and Pantry Girl, demonstrating opportunities for advancement across the workforce.**

# Employee Recognition & Reward (R&R)

Enablers fosters a culture of appreciation and employee motivation through structured **Reward & Recognition (R&R)** initiatives across its operating locations. During FY 2025–26, recognition activities were undertaken across **Bengaluru, Chennai and Hyderabad,** covering employees associated with a diverse portfolio of client sites.

The initiatives are designed to acknowledge employee contributions, strengthen employee morale and reinforce a culture of engagement and appreciation across operational teams.

## Measured Impact

- **R&R Records: 61 recognition events/records were documented during FY 2025–26.**
- **R&R Investment: A total recorded expenditure of ₹5,07,080 was incurred across Bengaluru, Chennai and Hyderabad.**
- **Bengaluru: 36 records with expenditure of ₹2,57,150.**
- **Chennai: 9 records with expenditure of ₹63,700.**
- **Hyderabad: 16 records with expenditure of ₹1,86,230.**

The R&R activities covered employees across client locations including HP, Accenture, Indiqube, Lowe's, Salesforce, RMZ, Google, Amazon, Microsoft, Shell and other sites, demonstrating the breadth of employee engagement initiatives across the Company's operations.

## Inclusive Hiring Initiative - Employment of PwD

Enablers continues to promote inclusive employment through its **Employment of Persons with Disabilities (PwD) initiative,** supporting its commitment to diversity, equity and equal opportunity. Since 2022, the organization has onboarded and supported PwD employees across its operations, with the objective of providing a **safe, respectful and enabling work environment**. The initiative has also been strengthened in alignment with client requirements and contributes to the development of more inclusive workplaces.

## Measured Impact

- **PwD Employees Documented**: **2 employees** are identified in the FY 2025–26 records.
- **Roles**: Both employees are recorded in **HK Boy – PWD** roles.

- **Location**: Accenture BDC 10A & 10B.
- **Inclusive Employment**: The initiative provides employment opportunities and workplace support for persons with disabilities.

These efforts align with **GRI 405 (Diversity and Equal Opportunity)** and support **BRSR Principle 3**, which focuses on employee well-being, development and inclusive workplace practices.



## CSR and Community Engagement

Enablers extends its social responsibility beyond its workforce through community-focused contributions. During FY 2025–26, the Company made a **CSR contribution of ₹50,000 to AAsare Old Age Home, Bengaluru**, supporting the welfare of elderly members of the community. The contribution is supported by a receipt issued by Aasare Foundation Trust dated **14 June 2026**. Enablers_ESG_Updated_Apr2025_Ma...

## Measured Impact

- CSR Contribution: ₹50,000
- Beneficiary Institution: AAsare Old Age Home, Bengaluru
- Focus Area: Support for elderly and community welfare.

*The initiative reflects Enablers' commitment to contributing to community well-being and can be reported under **GRI 413 (Local Communities)** as the Company's community engagement and social contribution practice. The current data supports reporting the contribution made; beneficiary-level outcome or impact metrics were not available in the supplied records.*



# Governance Initiatives

## Employee Engagement, Recognition and Responsible Workplace Practices

Enablers integrates employee engagement and recognition into its workplace practices through structured R&R initiatives implemented across its operating locations. By formally recognising employee contributions across client sites, the Company seeks to strengthen employee motivation, engagement and a positive workplace culture.

During FY 2025–26, **61 R&R records** were documented across Bengaluru, Chennai and Hyderabad, involving a recorded investment of **₹5.07 lakh.**

These practices contribute to a workplace culture centred on recognition, employee contribution and engagement, supporting the broader principles of responsible business conduct and employee well-being.

## Strengthening Human Capital Governance through Structured Skill Management

The **Skill Matrix & Upskilling Initiative** also contributes to strengthening internal workforce management. By maintaining competency information at site level and deploying certified trainers to monitor employee performance and provide on-the-job training, Enablers has established a structured mechanism for identifying employee development and progression opportunities.
The resulting **23 employee promotions** during FY 2025–26 provide evidence of career progression supported through this approach.

## Impact & Outcomes

- **Career Progression:** 23 employees promoted during the reporting period.
- **Competency Management:** Site-level Skill Matrix used to assess and track employee competencies.
- **Capability Building:** Certified trainers deployed across sites to support on-the-job development.
- **Organizational Benefit:** Strengthened internal mobility and development pathways for operational employees.

## Governance Alignment and ESG Integration

Collectively, Enablers' employee development, recognition, inclusive hiring and CSR initiatives demonstrate an approach to responsible business that extends beyond operational performance to include **human capital development, inclusion, employee engagement and community contribution**.

The Company's structured Skill Matrix provides a foundation for systematic employee development, while its R&R programme creates mechanisms for recognising employee contribution across operating locations. The PwD initiative further demonstrates an effort to integrate inclusion into workforce practices, while CSR contributions extend the Company's social responsibility to the wider community.

These initiatives collectively support **BRSR Principle 3 – Businesses should respect and promote the well-being of all employees**, while the Company's broader approach to responsible and transparent business practices can contribute to **BRSR Principle 1 – ethical, transparent and accountable business conduct**.

## FY 2025–26 Social Performance Snapshot

| Indicator | FY 2025-26 |
|---|---|
| Employees promoted | 23 |
| R&R records/events | 61 |
| R&R expenditure | ₹5,07,080 |
| PwD employees documented | 2 |
| CSR contribution | ₹50,000 |
| Key capability initiative | Skill Matrix & Upskilling Initiative |

## Compliance and Responsible Business Practices

The Company maintains a strong compliance framework supported by responsible operational practices. Its adherence to environmentally responsible waste disposal through government-certified vendors ensures regulatory compliance and strengthens governance oversight. These practices align with **GRI 306 (Waste)** and **GRI 2 (Governance and Compliance)**, reflecting a structured approach to managing environmental and operational risks.

## Strengthening Governance through Digital Transformation

Enablers Property Services Private Limited is actively strengthening its governance framework by embedding digital innovation and transparency into its operations. The implementation of the Keabis App for employee onboarding represents a significant shift towards technology-driven processes, enabling improved data accuracy, streamlined workflows, and enhanced compliance. This transition reduces administrative burden while ensuring greater transparency and accountability in employee management systems.

# ESG
# Roadmap

Enablers Property Services Pvt. Ltd. remains committed to embedding Environmental, Social, and Governance (ESG) principles into its core business strategy. Building on its efforts to strengthen responsible business practices, sustainable facilities management, workplace well-being, and stakeholder engagement, the organization has made significant progress in establishing a structured foundation for ESG integration.

Following the successful completion of its first ESG materiality assessment, Enablers has identified and prioritized key sustainability issues relevant to its business operations and stakeholders. The organization has also developed an ESG Strategy and ESG Policy, establishing a clear direction for integrating sustainability considerations into organizational priorities, operational practices, and decision-making processes.

Building on these achievements, the next phase of the ESG roadmap will focus on translating strategic commitments into measurable actions and progressively extending ESG integration across additional business functions and operational areas. Key priorities will include strengthening ESG governance and accountability, developing relevant performance indicators and monitoring mechanisms, enhancing data collection and reporting systems, and integrating sustainability considerations into facilities management, resource efficiency, employee well-being, responsible procurement, and stakeholder engagement.

Enablers Property Services Pvt. Ltd. will continue to align its ESG journey with relevant regulatory requirements and evolving sustainability reporting frameworks, including the Global Reporting Initiative (GRI) Standards, as applicable to its operations. The organization also aims to progressively strengthen its approach to identifying, monitoring, and managing material ESG risks and opportunities, while improving transparency and accountability in reporting its sustainability performance.
Looking ahead, Enablers aspires to move beyond establishing foundational ESG frameworks towards structured implementation, measurable performance improvement, and continuous integration of sustainability across its business ecosystem.

# Disclaimer

This ESG Report has been prepared by Enablers Property Services Pvt. Ltd. to communicate its Environmental, Social, and Governance (ESG) commitments, initiatives, performance, and progress towards integrating sustainability into its business operations. The information presented in this report is based on data, internal assessments, policies, practices, and systems available at the time of preparation.

This report includes forward-looking statements based on current ESG practices and evolving systems. Such statements reflect the organization's present expectations, strategic priorities, plans, objectives, and intentions regarding its future ESG performance and sustainability initiatives. These statements are subject to uncertainties, assumptions, operational considerations, regulatory developments, and other internal and external factors that may cause actual outcomes to differ from those anticipated.

The ESG roadmap, targets, planned initiatives, and future commitments described in this report represent the organization's intended direction and may be refined, revised, or updated as its ESG strategy, governance mechanisms, data systems, and implementation capabilities evolve. Their inclusion does not constitute a guarantee that specific outcomes, timelines, or performance levels will be achieved. Enablers Property Services Pvt. Ltd. endeavours to ensure that the information presented is accurate, relevant, and reliable to the best of its knowledge. However, the organization does not warrant that all information is complete or free from error and reserves the right to update or revise reported information as improved data, methodologies, or reporting practices become available.

This report is intended for informational and stakeholder engagement purposes and should be read in conjunction with the organization's applicable policies, disclosures, and other relevant communications. The statements contained herein are made as of the reporting period unless otherwise specified, and the organization undertakes no obligation to update forward-looking statements except where required by applicable laws or regulations.



# THANK YOU

## MORE**ABOUT US**

Enablers Property Services Pvt Ltd, incorporated in 2008, has firmly established itself as a leading player in the facility management sector, with a strong emphasis on customer satisfaction as its core principle.


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