

CSR Policy

Our Vision

“To create a sustainable and equitable society through Inclusive Growth”

Before Corporate Social Responsibility (CSR) found a place in corporate lexicon, it was already textured into RMZ group’s value systems. As early as the 2000’s, our Group Chairman Shri Arjun Menda espoused the concept of “Giving back to society”. Simply stated, this meant investing part of our profits beyond business for the larger group of society.

Our Mission

- ❖ Based upon the fundamental philosophy of giving back to society which has helped grow the organization over years, our vision is to actively contribute to the social and economic development of the communities in which we operate. In doing so, build a better, sustainable way of life for the weaker sections of society.
- ❖ **RMZ’s** five core values of Integrity, Collaboration, High Performance, Quality, & Safety permeates our core areas of CSR namely: **(1)** Education **(2)** Skill Development **(3)** Social Welfare **(4)** Sustainability
- ❖ A non-profit charity organization promoted to carry out social initiatives aimed at community development
- ❖ Work along-side and partner with charities, NGO’s, family foundations and technology partners to create a platform that supports the social initiatives.

Our Strategy

Our projects are carried out under the aegis of RMZ Foundation which is promoted and led by the Menda family. The Foundation provides the required strategic direction and the thrust areas for our work ensuring performance management as well

Our focus is to promote an all-round development in the communities and labour camps around our projects, promote education with an aim to provide a seamless flow of knowledge equally to the high heeled as well as the under privileged, enable higher productivity and employability through skill development, enhance social welfare and promote sustainability in all our projects as well as social initiatives.

In-order scale up our social initiatives, we partner with like-minded bilateral and unilateral agencies to share ideas, draw from each other’s experiences. This also provides a platform for advocacy.

At RMZ, we believe in building a better tomorrow through our efforts in maintaining ecological harmony in all our projects.

Our Core Focus Areas

RMZ's five core values of Integrity, Collaboration, High Performance, Quality, & Safety permeates our core areas of CSR namely:

- (1) Education
- (2) Skill Development
- (3) Social Welfare
- (4) Sustainability

	Sustainability	Education	Skill Development	Social Welfare
Current Activities	<ol style="list-style-type: none"> 1. Green Building – New 2. Carbon Audit/Carbon Foot printing 3. Global Reporting Initiatives 4. Renewable energy in projects and labour camps 5. Organic Composting 6. Green Schools 	<ol style="list-style-type: none"> 1. Light for Education 2. Collaborative learning – Smart Schools 3. E-Learning Using Solar energy 4. Light for education 5. Scholarships 	<ol style="list-style-type: none"> 1. Training Institute for Construction related skills 2. Being with setting up onsite training centre with help of contractor 	<ol style="list-style-type: none"> 1. Labour Camp Improvement – Design, Comfort, Entertainment & Safety 2. Cleanliness & Hygiene 3. Fitness Park – fitness equipment for labour camps
Possible Activities	-	<ol style="list-style-type: none"> 1. Develop a sustainable model of education for holistic development by setting up a school for underprivileged 	<ol style="list-style-type: none"> 1. Develop a self sustainable model, to create a centre of excellence by utilizing organizational knowledge of real estate industry 	<ol style="list-style-type: none"> 1. World class sustainable labour camps 2. 100% waste segregation in labour camps 3. Set up sewage treatment plants 4. Provide potable water by setting up RO Units 5. Routine Health Check ups

Education – Synergistic Learning

RMZ intends creating a platform:

- That builds a sense of giving back to the society right from childhood
- To nurture and grow talent without economic and geographic barriers
- Extended to create a virtual student exchange program for the under privileged
- Bringing children from underprivileged backgrounds within the realm of mainstream education
- The foundation also contributes in enhancing quality of education in rural areas through financial aids and by running a number of initiatives like E-Learning, Light for Education etc.

Skill Development

The real estate boom has increased the demand for construction workers manifold and hiring workforce is becoming a major task for construction companies. Shortage of construction workers has, in fact, slowed down the growth of industry in metros and major cities across the country.

The skilled manpower to ensure projects move on time has opened up the opportunity for ordinary labours/ unskilled workers to get trained and move higher in social ladder. The support of the top Vendors in the Industry will be sought to establish and train labourers in various areas.

At Training Centres to be set up by the Group, unskilled young men and women will be trained in:

- Plumbing & Sanitary
- Reinforcement Steel fitters
- Formwork
- Masonry works
- Other areas

These training centres will be equipped with all necessary training infrastructures from LCD projectors to material required to be handled at sites.

Societal Upliftment

Committed socially since inception, we at **RMZ** believe in building a better tomorrow through social upliftment of society in which we operate. Our every venture is a step forward in bringing a positive change for generations to come.

Our commitment towards our workforce encompasses their safety, health and wellbeing, through measures like:

- ✚ Adequate drinking water, food, electricity and restrooms
- ✚ Periodic pest control in labour camps
- ✚ School/education for the kids
- ✚ Regular health check-ups and trainings on first aid and fire-fighting
- ✚ Personal protective equipment (PPE) for human safety on site
- ✚ Periodic testing and maintenance of critical equipment like tower cranes, passenger and material hoist

Sustainability

Sustainability has been central to RMZ's core business and our commitment to the **triple bottom line** of responsible **social, environmental and economic development**.



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