

GARNET

VOL 3



**GAR is Mastering the Art of Corporate Governance.
Setting Benchmarks in Sustainability.**

GAR. Establishing A Strong Relationship Between Effective Sustainable Corporate Governance, Social Responsibilities and Rights of the Future Generations.

As part of our commitment to responsible governance, we at GAR are setting benchmarks and leaving footprints for future generations in the art of sustainable management and leadership.





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GAR
Infobahn

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From the MD's Desk

2021 has been a challenging year for the world due to the uncertainty caused by the pandemic. However, GAR's visionary approach, policy decisions, and practical steps have helped us manoeuvre and overcome the many obstacles that were in our path. We have focused on Total Quality Management of the workplace environment, and it forms the core of GAR's policy framework.

For GAR, Integrity and long-term thinking are not mere philosophical attributes but essential tools for maintaining transparency and high standards. Such policy decisions helped GAR maintain rationality, objectivity, and functional accountability even during these turbulent times.

Our social conscience has allowed us to strictly adhere to our mission of remaining a responsible, sustainable, and stable corporate company. The various awards, independent ratings, and honours received by our group, vindicate this approach.

We look forward to a fruitful 2022 with many exciting opportunities and developments. Our belief of creating lasting values, and our achievements to date show that we continue to traverse the right path.

Regards

Abhinav Ram Reddy

Managing Director – GAR Corp.





ATTAINING GLOBAL BENCHMARKS IN SAFETY, HEALTH, AND WELLNESS

British Safety Council's Five Star Occupational Health and Safety Audit. GAR Corporate Services Pvt Ltd Achieves Five-Star Grading.

GAR Corporate Services Pvt Ltd achieved a Five-Star Grading in British Safety Council's Five Star Occupational Health and Safety Audit. The highest grading, awarded on 26th October 2021, was a just conclusion of a detailed, quantified, robust, and objective evaluation of our overall approach and demonstration of a strong commitment towards the continual improvement of occupational health and safety management systems, policies, processes, practices, and associated arrangements.



British Safety Council's Sword of Honour 2021 Award

British Safety Council's Sword of Honour 2021 was awarded to GAR Corp after it had achieved a Five-Star Grading in British Safety Council's Five Star Occupational Health and Safety Audit on 26th October 2021. The award is not only an outstanding achievement but is also a recognition of our commitment to excellent health and safety management.

Peter McGettrick, Chairman of the British Safety Council, stated: "On behalf of the board of trustees and staff of the British Safety Council, I would like to congratulate GAR Corporate Services Pvt. Ltd. on achieving the highest standards of health, safety, and environmental management. Achieving recognition of this sort takes real dedication and absolute professionalism. We are proud to support your organization in its achievement and delighted we can contribute to your ongoing success."

The 2021 awards mark the 42nd consecutive year in which the British Safety Council has awarded the Sword of Honour for health and safety management excellence.





GAR Wins Twin Awards from iNFHRA.

The "Workplace Excellence for Return-to-Work Strategy" and "Workplace Excellence for Safety and Security" Awards.



GAR gets Recognition.

On Friday, February 25, 2022, the Society for Cyberabad Security Council (SCSC) and Cyberabad Police jointly felicitated GAR Corporate Services for supporting Women's Safety Initiatives.



Our Goal

**At GAR We Passionately Envision
To Be The Best Today & Better Tomorrow.
We Achieve That Through Organized Systems
& Professional Management.**

We at GAR envision a future aligned with a sustainable mindset. And we intend to achieve it through inspiring leadership. Our activities are in sync with the environmental and societal context. We have an organized system that allows us to use

resources efficiently and establish sustainability principles at every level to have practical awareness of economic, cognitive, and social benefits of a judiciously-taken decision. And in this, our highly experienced professional management teams help fulfill our sustainable agenda.



Our Pathway

**To Be A Workplace Destination Of Choice
By Being The Best-in-class
In Safety, Quality And Customer Satisfaction.**

Consolidating the Roadmap for Sustainable Development.

We, at GAR, have identified different milestones as part of our goal to set a mission roadmap. And it allows us to achieve a transformation of approaches to establish sustainable construction practices. Our strategic outlook guides us to

implement, influence, and monitor sustainable development goals as part of our resource management and establishment of sustainably resilient infrastructure. Our statement, vision, commitments, and actions are all in sync.



Our Core Values

Our Sustainable Construction Partnerships & Practices. Value Enhancements For A Better World.

Being Resilient: Resilience at GAR means we are not giving up when the going gets tough, we are prepared to work through difficult situations when they arise and come out stronger on the other side.

Courage: Corporate and intellectual agility is a vital element at GAR. We take bold initiatives, be creative, learn from our mistakes and see change as an opportunity.

At the strategic level, we want to be able to respond to opportunities for growth as they present themselves. Operationally, we want to be able to provide individualized client experience.

Simplicity: Keeping our processes simple brings in clarity & consistency – aiding in decision making that is quick and pragmatic. This also helps us to focus on what is essential.

Agility: In a fast-growing company, change is constant. This means keeping our corporate structure as open and light as possible, staying up to date with what takes our clients to be part of GAR.

Integrity & Ethics: GAR takes responsible decisions based on professional standards to build trust and honest relationships with honesty, fairness, and respect for both our clients and colleagues. GAR commits to comply with the highest ethical standards of integrity and honesty

in all areas of operations.

Trust: Empathy is key to providing excellent service, and we need to keep our promises and say what we mean. It is vital to understand our client's needs and the pressure they may be under. Hence upkeep of our promises is core to our relationship.

Our vendors, too, are vital to our success and we do our best to work with them as true partners in each project.

Social Accountability: As we continue to grow, we don't lose sight of what's most important – people. We care for our employees, their families, and the society that surrounds us.

Health & Safety: GAR values the health and safety of all its stakeholders whilst keeping in mind social principles and the environment in which they interact.

Environment: GAR highly respects its environment, hence, is committed to complying with environmental standards to minimize environmental waste. We believe in – a better environment every day.

Delivering Quality: GAR ensures delivery of the highest standards of quality in its operations and to its stakeholders.



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Leaders Speak



Mr. Y. Karthik
General Manager - Procurement

Mr. Karthik is an integral part of the top management of GAR Corp, heading the strategic departments of procurement and human resource, and plays a key role in keeping the employees satisfied and motivated to contribute positively to the growth of the company. He is associated with GAR for the last seven years and reflects on GAR's corporate standing, strengths, and plans, as part of our Leaders Speak series.

Talking about the factors which have enabled GAR to stay ahead of the competition, he said that the distinctive choices made by the company have helped it develop a unique value proposition and has given it a competitive advantage. The company allows the employees to take responsibility and ownership of their decisions and empowers them to provide logical suggestions and solutions. Mr. Karthik said that, at GAR, it is ok to make mistakes as long as the employees are ready to learn from them and improve. The company sees tangible benefits in providing them with all the amenities, resources, and tools for faster decisions.

Another aspect that has helped GAR retain a competitive edge is the career architecture that has charted a clear growth path and an equitable distribution of work. Sustainable quality management at every level is key to GAR's success.

As per Mr. Karthik, nothing is too tough to implement; a get-it-done attitude has allowed the company to align itself to client requirements and

execute even challenging tasks efficiently and capably. The transparent approach has allowed it to develop long-term trustworthy relations with suppliers and clients.

While listing out the unique features of all GAR buildings, Mr. Karthik said they are LEED Platinum Certified using quality branded sustainable materials. GAR has been able to form an employee-friendly sustainable ecosystem near the financial district as all its buildings are close to each other, helping it accrue a tremendous advantage in terms of growth potential.

Finally, in response to the question about steps GAR is taking to welcome the employees back and start working from the office, he said that the company has taken various steps to ensure employees are motivated, comfortable, and feel secure to begin working from the office. GAR is installing AI-enabled "Just Breathe Air Purifying Solution" and GUV lamps in all its AHUs for better safety and health of the occupants by keeping the inside air pure and healthy. GUV radiant energy damages nucleic acids (DNA and RNA), thus preventing replication and leading to the death of virtually all bacteria and the inactivation of all viruses—both DNA and RNA types.

A comprehensive sanitation protocol is devised and implemented at every level and in each part of the buildings, from offices to common areas to facilities like lifts, etc.

Further, the buildings are not mere workplaces, but they have more life and character. GAR encourages talented artists to display their work of art on the indoor walls, enhancing the aesthetics inside the buildings in the process. A bird shelter in beautifully landscaped gardens is one more initiative that enriches and enlivens the buildings. Mr. Karthik says GAR has many attractive facilities for employees to enjoy working from the office. He listed out gyms, modern sports arenas, multiple food courts, serving all types of cuisine, and easy commute to offices as factors that will encourage the employees to come back and work from the office.

GAR buildings located in the vicinity of ORR make them easily accessible with less time needed for commuting. The company has made strategic tie-ups with the government for buses to ensure regular shuttle services for last-mile connectivity.

GAR. A Corporate With Capability & Character.

GAR and Sustainability



GAR Corp is a visionary, transparent, accountable, and conscientious corporate entity. GAR has set quantifiable targets to ensure that our existing green buildings and future sustainable projects reduce the emissions in line with the net-zero target and minimize biodiversity loss. Our holistic approach to delivering eco-friendly designed buildings involves Ecological, Bio-climatic, and Energy paradigms. Our built environment is Eco-sustainable, Environment-friendly, and incorporates Bio-climatic architecture. And with a low carbon footprint, GAR is committed to Sustainable Construction. GAR has won many international and national awards for the steps taken towards a more sustainable business approach. High-performance green buildings

constructed by GAR are ecologically sound, environmental buildings, sustainable in every aspect. Due to our diligence and focus on details, we create healthy workplaces for our employees and tenants.



Fulfilling its ESG & Net Zero Commitments. Creating Sustainable Assets.

GAR's vision, mission, and core values are aligned to fulfill its commitments to sustainability in construction and running the company. Moreover, GAR's strategic choices reflect its enlightened contributions to the well-being of its tenants, employees, society, and environment, which has shown that it is a responsible corporation to be trusted in all aspects. GAR passes the two Critical Dimensions, capability and character, through which corporate institutions are evaluated, judged, and rated. GAR is one of the biggest office space

creators in South India, and it has been conducting its business most responsibly, respecting the environment and fulfilling its societal commitments.

GAR has enhanced its reputation as a construction company of stature as a result of governing its business purposefully and sustainably. GAR, therefore, is building reputation, trust, status, and legitimacy capital and is getting nationally and globally recognized.



A Sustainable Built Environment.

GAR has encapsulated sustainability as its strategic goal, and a sustainable built environment is now part of all of its construction activities. GAR has religiously followed reuse, recycle, recoverability, adaptability, flexibility, and usage of environmentally-friendly products to ensure its sustainability credentials are well and truly established and known.

Renewable energy, sustainable water and electricity consumption, sustainable construction materials, purer air quality, healthy indoor lighting, ergonomic and minimalist indoor design policies, usage of non-toxic materials, and many more sustainable methods have demonstrated GAR's commitment to the environment, biodiversity, and community at large.





Reducing Carbon Footprint.

GAR's sincere goal is to be known as one of the leading developers committed to implementing policies leading to a reduction in the carbon footprint. Worldwide responsible corporate companies are committed to adopting methods that help achieve net-zero carbon. GAR understands the difference between being carbon-neutral and attaining a net-zero target.

GAR is extensively searching and using materials that substantially reduce carbon emissions during the construction and finishing phase of the projects. It has taken bold steps in this direction and practices environment-friendly construction. Various GAR teams, at the design stage of the project itself, engage in analyzing available products, materials, and resources and check their carbon footprint



Water Conservation. A Strategic Decision.

Water conservation is one of the most ignored aspects of sustainability, but for GAR, it has strategic importance while embarking on a whole building design. The architects and engineers belonging to GAR are responsible and knowledgeable about making water conservation a high-priority goal.

GAR's sustainable initiatives involve reducing water consumption and ensuring its quality. It has put in place technology to ensure maximum water is recycled, reused, and stored. Using recycling technology and rainwater harvesting, to name a few methods, GAR has shown that if commitment is there, sustainability is not difficult to achieve.

GAR's Economic Sustainability Approach

GAR emphasizes proper process management to provide sustainability in construction. Our economic sustainability approach deals with economic growth without environmental damage. Sustainability is not a fancy concept for GAR. Our planning involves proper coordination between different departments leading to lesser risk and

higher quality in construction. Such planning enables us to complete the project that is viable budget and functionality-wise. Our methods and strategies ensure an efficient construction process. At GAR, our approach to economic planning has always been to grow without damaging the environment.





GAR • Sustainable Office Spaces and
Transforming Kokapet.



GAR, Establishing Landmarks in the Office Spaces Segment.

According to a leading international research firm, by 2024, Hyderabad will be one of the top four office space markets in India. And in the next five years, Hyderabad is projected to be the third-fastest city in Asia. Business-friendly policies and establishment of critical infrastructure in the prime commercial hotspots of Hyderabad like Rai Durg, Gachibowli, and Kokapet by the state government of Telangana are driving this robust growth in the Hyderabad office space market.

GAR. Transforming Kokapet. The Most Recognizable Address in Kokapet.

Kokapet is the new hotspot for Telangana's IT Sector and attracting considerable interest from IT/ITES companies. We, strategically located in the vicinity of the Financial District and ORR, anticipated the potential of Kokapet before many. And we are now in a unique position to offer our Build, Lease, Operate and Manage

Model with Singular Ownership to leading corporate companies in our award-winning sustainable buildings.

We, at GAR, are leading the transformation of Kokapet. Over 10 million sq. ft. of efficient floor plans with scope for seamless modular expansion, catering to over 60,000 park users, and a diverse client base that includes major multinational companies prove it comprehensively. We are 'The' address in Kokapet.

GAR has been in existence for more than three decades and has steadily grown into a construction behemoth specializing in creating world-class sustainable office infrastructure for prestigious local and international clients. GAR is reshaping, redefining, and transforming the office space sector. As part of our commitment to responsible governance, we at GAR are setting benchmarks for future generations in the art of sustainable governance and leaving footprints.

Sustainable Office Spaces.

Wellbeing At the Core of Planning. Low Indoor Emissions. Healthy IAQ. Increased Productivity.

Indoor Environment Quality (IEQ) plays a critical role in the wellbeing of occupants and affects their psychological health. GAR, an avowed sustainable construction major, is alive to the comfort needs of its tenants and their good health. GAR's policies, actions, and commitments maintain good indoor air quality and reduce indoor emissions, helping keep the occupants in good spirits, stimulating their creativity, and reducing stress levels. GAR understands the linkage between wellbeing and productivity, and therefore, wellbeing is at the core of planning at GAR.



Creating Right Value Proposition for Tenants.

GAR is transforming Kokapet into a world-class IT hub and is ready to meet the business requirements of local and global clients by creating the right value propositions. GAR's sustainable buildings provide the highest quality office spaces and are visually avant-garde, strategically located, have the right infrastructure, requisite amenities, and an ideal environment. Further, attractive layouts, a clean environment, minimum maintenance, great amenities, perfect lighting & acoustics, healthy indoor air quality, a modern HVAC system, and well-designed ventilation have allowed GAR workplaces to attract prestigious tenants, the global leaders in the IT sector.

The LEED certification has confirmed that GAR workplaces are sustainable human-centric office spaces that provide the ultimate benefits because they are ergonomic, aesthetic, minimalist, and eco-friendly. Such responsible policies ensure that GAR identifies itself with ecological handprints (sustainable solutions) that lower the ecological footprints affirming that the occupants' well-being is the GAR's core value.

Following Integrative Design Process As A Progressive Corporate.

Integrative design, a critical criterion for a LEED-certified building which GAR Infobahn is, helps in the success of a project. Its integrated approach to combine multiple aspects of a project into one smooth process helps in greater efficiency, decreased cost, and improved performance.



Fantastic New Additions & Facilities

AI-enabled Indoor Air Purifier At GAR Infobahn. Real-time Monitoring of Air Quality. Excellent Air Quality. Every Day.

"GAR is proud to partner with Be In Nature' which is on a mission to transform workplaces through their AI-enabled "Just Breathe Air Purifying Solution". In a post-pandemic scenario, where Indoor Air Quality is gaining added recognition as an important factor promoting health, this product is a game-changer in elevating user experience.

At a time when GAR is taking rapid strides on the ESG journey, this product is adding a lot of value due to its features that focus not only on air quality but also support other areas like energy and the environment.

GAR welcomes Be in Nature as our business partner and hopes that our joint efforts will pave the way not only for a greener world but also a delightful experience to all our valued clients."

Interview Pavilion

Technically well-equipped and well-furnished to conduct large-scale interviews. A much-needed facility for GAR tenants.

EV Charging Points

GAR is ready for the EV revolution to meet its environmental and sustainability objectives. GAR is in the process of installing EV charging points in the parking facilities in its buildings.



GAR's Commitment.

The Well-being Of All.

We, at GAR, work incessantly to take care of every aspect. It was thus imperative that we invest in the physical, mental, and emotional well-being of all our trusted partners.

And towards this goal, we have initiated a few things like having a periodic Health Talk Series, Complete Health Check-up of all who are above forty, emphasizing Mental Health and its resolution by tying up with Manah Wellness to tackle mental health issues.

Through their Counselling Psychologists, they can help our employees manage their work-related stresses, pandemic-induced anxieties, professional growth apprehensions, relationship issues, and much more. We aim to remove from the mind of an employee nervousness, mood disorders, and worries related to the imminent return to the workplace and subsequent concern about health and safety.

We at GAR go the extra mile to ensure a mentally healthy workplace at all the GAR premises.





Miscellaneous News

An interdepartmental cricket tournament was conducted, spread across November and December 2021. A total of 8 teams participated in the tournament that started on 27th November 2021 and concluded on 11th December 2021. The winner was T 5 & 6 Structure & Finishes Team. Great team effort and superior skill helped them win the tournament.





GAR Corporation Pvt Ltd.

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