

**Brookfield**  
Properties

# The --- Edge

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# Editor's Note



Dear Readers,

Hope you are keeping safe and healthy. Welcome to the first issue of *The Edge*! This is our compendium in and around our asset updates.

Placemaking is deeply ingrained in our development philosophy and day-to-day operations. In keeping with the new normal, we are making our campuses as safe as possible for employees as they return to work. Considering employers' increasing focus on accommodating social distancing and safe collaboration at work, what is the future of workplace design? Our cover story lets you in on the possibilities, thanks to inputs from Ricardo Bofill and Manit Rastogi. They are architects whose firms have undertaken the development of our campuses in Noida and Kolkata.

A highlight of this issue is a Q & A with our tenant Evalueserve, a leader in the field of analytics. The article shows how Evalueserve ensured business continuity for clients during the pandemic and supported employees in staying motivated, fit and productive.

We have dedicated some pages to our various measures of engaging with people as they work remotely. These include the 'Positive Pulse' initiative and a virtual yoga meet. Another article shows the strict hygiene and security guidelines being followed at our Binge Central in Powai Business District.

Brookfield Properties has always strived to incorporate environmental, social and governance (ESG) practices into its operations in line with its core values. To this end, it conducts numerous CSR initiatives across education, environment protection, social impact, health, etc. This issue contains a report on our major CSR initiatives undertaken over the last year.

We have also covered virtual events that we hosted over the last few months, including World Environment Day and No Tobacco Day, and new launches and upcoming upgrades at our Equinox campus in Mumbai.

We hope that you enjoy reading this issue. To share your feedback about this issue, send an email to [Marketing.India@brookfieldproperties.com](mailto:Marketing.India@brookfieldproperties.com).

**NISHA VIJARANIA**  
Editor



**COVER IMAGE:**

Tower 11, Candor TechSpace, Sector 21, Gurugram

Write to us with your questions, comments or suggestions at [Marketing.India@brookfieldproperties.com](mailto:Marketing.India@brookfieldproperties.com). We look forward to hearing from you!

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## The Future of Workspace Design

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In the new normal, many organisations have redesigned their offices to meet new social distancing requirements and respond to the health and wellness concerns of their workforce. We talk to Ricardo Bofill and Manit Rastogi—two architects whose firms have undertaken the development of our campuses—to gain insights into how organisations can ensure a safe return of employees to the workplace.

We are always redefining the workplace and creating places that are experiential destinations for our partners, tenants and employees. Moreover, we continue to explore ideas and thoughts on how design can play an important role in making the workplace not just a workplace but a larger built environment.

In the new normal, we have been forced to rethink the way we work. So, what does the future of workplace design look like? How can organisations ensure a safe work experience for their employees at work? Ricardo Bofill and Manit Rastogi, two leading architects whose firms are busy developing some of our campuses across India, give us their views.



As architects, one of the issues we grapple with is creating workspaces that not only depend on central air conditioning systems but also use natural cross ventilation.



Ricardo Bofill

**Q & A WITH RICARDO BOFILL, PRINCIPAL CHIEF ARCHITECT, RICARDO BOFILL TALLER DE ARQUITECTURA:**

Excerpts from the interview:

**FOR EMPLOYERS, IT IS A CHALLENGE TO REDESIGN THEIR WORKPLACES AS PER THE NEW NORMAL. WHAT ARE YOUR THOUGHTS ON IT?**

It is definitely a big challenge. Designing offices more like the outdoors with filtered air and good ventilation will be a priority

post the pandemic. In offices that are dependent on clean air-conditioning systems running on full-blast, the full blast can still make the particles travel for longer distances.

As architects, one of the issues we grapple with is creating workspaces that not only depend on central air conditioning systems but also use natural cross ventilation. But believe it or not, we are building an office tower for Brookfield Properties, which, instead



of having a core in the centre like many other buildings, has a courtyard for ample cross ventilation.

Also, when it comes to a building with large floor plates, it is particularly challenging to develop a natural ventilation solution for the office. But at our development projects in Candor TechSpace, Sector 135, Noida, we have done a large floor plate with Multi-Level Car Parking (MLCP) completely cross-ventilated. Combined with the MLCP, for easy access from the vehicle to the working places, we decided to build on top a unique office space, with a courtyard in the centre of the floor plate, which is a new concept for office spaces, and it is designed to be perfectly cross-ventilated.

**HOW ARE YOU HELPING BROOKFIELD PROPERTIES GET READY FOR THE NEW NORMAL VIA ITS UPCOMING PROJECTS?**

Tower 11A is a landmark office building with a prime location at the end of the

central axis at Candor TechSpace, Sector 135, Noida. It has on one side a beautiful reflecting water feature that we call 'black mirror' because it reflects the building, creating a feeling that we all love about the iconic water features and gardens like those of the Taj Mahal. So the building naturally has a lot of cross ventilation by capturing the prevailing winds in Noida, and funnelling them through windows every 10 metres (of a 1-metre square area) that allow air to naturally and quickly flow, supported with state-of-the-art mechanical systems that clean air with special filters and also propels the air across the spaces to further push for natural cross ventilation.

Multiple vertical transportation systems and stairs, well-separated from each other, allow the people in the building to practise social distancing. The stair cores are always on the edge of the façades and naturally ventilated, as well as protected from the outside



with a *jali*, a ventilated wall that allows for such cross ventilation. The ceremonial lobby is a grand, white marble space that welcomes the visitors with that kind of clean, elegant and minimalistic look that talks about cleanliness and less-is-more elegance.

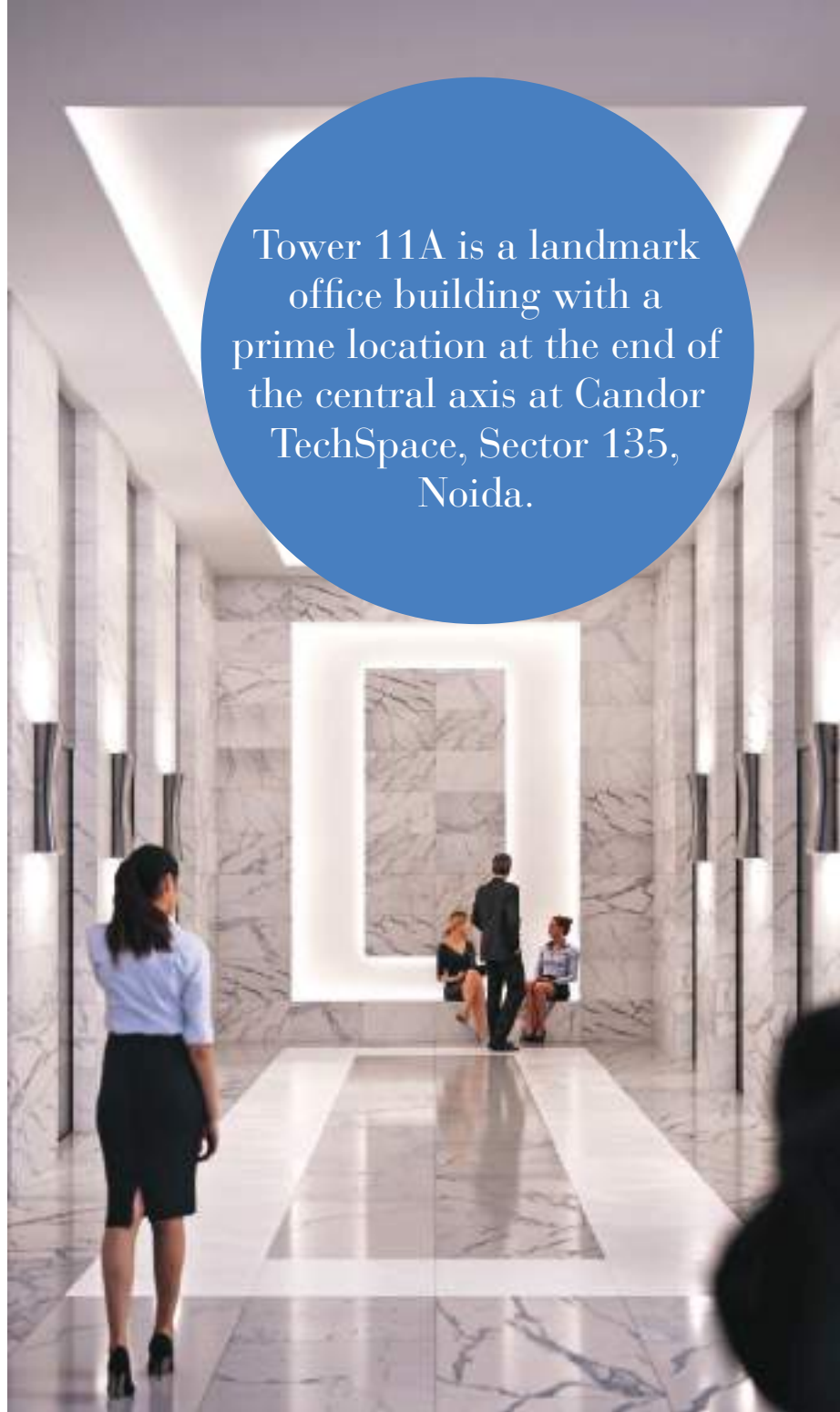
Orientation through the building is always straightforward with no dark corners, no notches and no wasted corridors. On the campus side, on the ground floor of Tower 11A, an imposing arcade shaped like a smooth crescent, functions as a spectacular food and beverage space overlooking the black mirror lake. This creates a freshly-ventilated interior space with an exterior alfresco expansive terrace with a perspective towards the campus, providing a place-making experience rarely seen before in an office building.

**WHAT ARE THE NEW DESIGN UPGRADES AND ARCHITECTURAL CHANGES THAT YOU ARE WORKING ON AT BROOKFIELD PROPERTIES?**

The whole design strategy for the new buildings in Candor TechSpace, Sector 135, Noida, revolves around climate and cross ventilation. For example, in a normal passenger plane, the air is renewed 30 times per minute. This means that the number of COVID-19 cases detected in planes has been close to zero. This is the idea for the new buildings.

Much like Tower 11 A and Tower 11 B, done systematically as part of the design and build methodology, with mechanical and natural systems that allow for airflow, as much as possible, ideally at least one time per minute. We are also working with biological nano filters (with herbal and curative properties) to potentially improve the air quality.

Tower 11A is a landmark office building with a prime location at the end of the central axis at Candor TechSpace, Sector 135, Noida.





Manit Rastogi

**Q & A WITH MANIT RASTOGI, FOUNDING PARTNER, MORPHOGENESIS:**

Excerpts from the interview:

**TODAY, ORGANISATIONS WANT TO ENSURE A SAFER WORKPLACE AND RETURN TO NORMALCY. WHAT ARE THE DOS AND DON'TS FOR CORPORATES TO MAKE THIS HAPPEN?**

The immediate priority for organisations is to bring people back to work as swiftly and safely as possible while making spaces humane and safer. There is a significant need for re-evaluation of spaces and developments, both design and policy wise. However, before we examine and re-imagine spaces, it is important to understand that work is a 24-hour process and not just limited to the workspace. It entails various modes and levels of transportation involved in commuting to the office. Corporates should reconsider their office interiors

and also the safety of employees from the moment they leave their house, come to the office, and go back home.

The return to the workplace will be accompanied by challenges of navigation within the offices and will require measures to optimise entry and exit routes. Furthermore, the number of passengers in a lift will be 1/4<sup>th</sup> their capacity i.e. 6 pax instead of 24 pax to ensure adequate distance between passengers. Hence, even if waiting lobbies are made larger, a bottleneck shall always remain at the core, i.e. the lifts. However, a simple design intervention can help mitigate this. Consider a typical 60,000 sf office tower which is 12 storeys high and has a typical floorplate of 5,00,000 sf. This office tower can be treated as four distinct zones, each consisting of 1,500 people, which are serviced by dedicated lifts and lobbies that are accessed from different parking levels. This allows one building to function as four separate vertically stacked offices without any overlap in movement. This approach will not only cater to physical distancing norms, but will also help optimise waiting times and avoid bottlenecks. Further, this should be integrated with intelligent security systems that allow people to navigate in and out in less than two minutes, instead of the half hour it would take at peak time.

The IT and ITeS sectors employ approximately 5,000-6,000 people in each building, and several hundred more people handling housekeeping, security, etc. In such buildings, there will always be workmen coming in and going out. There must be protocols and sanitisation





procedures in place at all entrance and exit points. All office buildings must have basic medical facilities where employees suffering from fever, etc., can be taken to, with direct access to an ambulance van.

The common areas within an office such as cafeterias and gyms must also undergo transformation. Typically, cafeterias have employees having lunch in a one-hour span, sitting next to each other. Today, one must re-look at all the outdoor spaces in and around the office building, such as rooftops, gardens, etc. Using simple passive techniques such as tensile roof shading, landscaping and dry misting, outdoor spaces can be made useable throughout the year as meeting spaces, cafeterias and exhibition spaces.

The air-conditioning design for hermetically sealed buildings will undergo significant re-engineering so that a zone-wise separation of the air distribution system will become the new norm. In a typical air-conditioning system, the air supply comes from the top, and the recycled air comes from the bottom. Thus, what should have been a one-way flow, gets mixed up. Instead, supply should come from below because hot air rises naturally due to stack effect. This simple act of reversing the flow and supply can make the air as hygienic as a hospital's air-conditioning system. Another way to dilute airborne contaminants and toxins from within the office is to conduct a 'night purge'. By simply reversing the mechanical air conditioning systems during non-working hours, the indoor space within is flushed with fresh external air thereby mimicking



a natural ventilation system. The night purge is a simple and inexpensive intervention that enhances the health and wellness factors of the users.

#### **WHAT ARE THE CHALLENGES THAT ARCHITECTS ARE DEALING WITH, WHEN IT COMES TO DESIGNING WORKPLACES IN THE NEW NORMAL?**

The pandemic has given us an opportunity today to use our technological abilities to design spaces in a more democratic and accessible manner. Architects are now designing for the primary purpose of providing safety, well-being, hygiene and comfort to people. By keeping the end-user at the centre of the design process and considering the issues of mobility, health and well-being, facility management




and disaster readiness, we can provide spaces that are resilient.

**WHAT ELSE HAS THIS NEW NORMAL FORCED YOU TO THINK ABOUT, ESPECIALLY WHEN IT COMES TO SUSTAINABLE DESIGN?**

Sustainability is not just about saving the planet; it is also about saving mankind. India is a rapidly developing nation with the urbanised population said to grow from 30% to 50% over the next two decades. This is a daunting proposition considering our cities are confronted with an urban and environmental emergency. Issues of urban homelessness and migration, outdated infrastructure, depleted resources, hazardous pollution and climate change have resulted in 14 Indian cities featuring in the top 20 most polluted cities in the world. Also, at least 21 Indian cities are moving towards groundwater depletion. I have often found myself tracing raindrops that are led to

the outskirts of the city through a network of drains. Instead, the rainwater must be directed towards open green spaces with water reservoirs, bioswales and natural wetlands. Using relatively simple and inexpensive solutions such as these can help replenish underground water tables.

New urban and public projects need to be viewed as global exemplars for modern Indian architecture and urbanism. Environmental sensitivity and a greener world are core issues that need to be assimilated in our thinking and consciousness and need to be addressed today. Sustainable architecture is imperative and can mitigate environmental impacts as long as it is conceived with economic adequacy. Resource optimisation is as crucial to sustainable urbanism, as is environmental protection and socio-cultural sustainability. One thing this pandemic has taught us is that it is time to do a lot more with a lot less. ■



Sustainability is not just about saving the planet; it is also about saving mankind.



## Putting Innovation Front and Centre

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Equinox is a business park in the heart of Mumbai, off Bandra-Kurla Complex (BKC). Here's a look at how this campus offers a value-added experience to tenants and employees.

Our campuses play an important role in adding to the day-to-day experience of our tenants. This is why the ethos of placemaking is at the core of how we create a better working environment. Further, all of our campuses leverage technology to be at the forefront of innovation and sustainability and thereby maximise the tenant experience. To drive employee engagement, we host curated events. And all of this together enables us to deliver spaces keeping people at the centre. Take for instance, our Equinox campus in Mumbai. Here's what makes this campus stand apart from the rest:

### **PRIME LOCATION**

Equinox is located in the heart of Mumbai, off Bandra-Kurla Complex (BKC). It is a campus-style development in and around BKC that offers a grade-A commercial space to India's top corporate organisations. It has 1.28 million sf of gross leasable area and is home to prominent organisations such as Tata Communications, Solvay and State Street Bank.

Other highlights of the campus:

- The only 10-acre campus-style development off BKC
- Excellent connectivity for an easy commute

- Two acres of open green spaces
- Low density and well-spaced-out towers
- Amenities for safety and security

#### **EXCELLENT CONNECTIVITY**

Equinox saves tenants and employees hours of travel time. Here's why:

- International Airport - 6 km away
- Western Expressway - 4.2 km away
- Eastern Expressway - 3.5 km away
- MTNL Metro Station - 0.4 km away
- Kurla Station - 0.7 km away

#### **INNOVATIVE DESIGN**

At the heart of Equinox is an innovative biophilic design that keeps the equilibrium between the office towers and towering trees with wide, open green spaces. The highlight of the campus is a fully functional lush green central courtyard.

#### **F&B AND LEISURE OPTIONS**

Equinox also houses an expansive food hall 'Indulge' featuring numerous dining options, including private dining and

a café. The courtyard in the centre of the campus offers plenty of spaces to take a break, with safe physical distancing. These include break-out spaces, inner garden, event zones and F&B sit-outs.

#### **WELLNESS AND SECURITY**

The cutting-edge security at the campus, along with enhanced hygiene and social distancing protocols ensure the safety of the professionals working here. With accessibility for the differently-abled and round-the-clock medical assistance, Equinox takes care of every need.

#### **ENVIRONMENTAL SUSTAINABILITY**

A business thrives only when there is sustainability. So Equinox, which is an IGBC Gold certified green building, comes with seamless systems to reduce, reuse and recycle resources. These include water recycling systems, rooftop solar panels, organic composting units and drip irrigation systems.





Equinox has  
1.28 million sf of gross  
leasable area and is home to  
prominent organisations such  
as Tata Communications,  
Solvay and State Street  
Bank.





## Ensuring Employee Safety and Business Continuity

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Evalueserve is our prominent tenant at Candor TechSpace, Sector 48, Gurugram, and a leading analytics partner to businesses worldwide. In this Q&A with *The Edge*, Manish Ray, Vice President – Global Administration & Procurement, Evalueserve, talks about his organisation’s work from home (WFH) and employee health management initiatives.

As a leading analytics service provider, Evalueserve helps clients increase the effectiveness and efficiency of their core operational processes by applying a unique mind+machine™ approach. This methodology weaves human expertise with digital products and platforms to build analytics capabilities that enable successful outcomes at work.

COVID-19 has mobilised tectonic shifts in how businesses around the world operate. It has led to unprecedented changes and unexpected outcomes. Digital transformation is the new normal and companies that embraced the transition have been more stable

amid the pandemic. We talked to **Manish Ray, Vice President – Global Administration & Procurement, Evalueserve**, to learn how his organisation treated this pandemic as an opportunity to digitally expand its business.

Excerpts from the interview:

**PLEASE GIVE US A GLIMPSE INTO YOUR ORGANISATION AND WHAT ALL IT STANDS FOR. WHAT HAS MADE IT A LEADING PLAYER IN ITS SECTOR?**

We have more than 4,000 employees across five operating centres globally.

Evalueserve works with companies in almost all business sectors, including investment banking, O&G (obstetrics and gynaecology) and medical devices. Evalueserve's unique mind+machine™ approach combines the expertise of our domain experts with best-in-class technologies.

We are the world's largest IP solutions provider and employ domain and research experts with experience in multiple industries. Our patent alerting, landscaping, portfolio benchmarking, and licensing tools form a seamless workflow that helps clients make their teams more efficient.

Evalueserve is a highly employee-centric organisation. Our employees are our family and we make sure they are contented and connected to the organisation. These are difficult times and we understand and acknowledge that. We believe that work should not impede life, rather it should facilitate it.

To keep employees motivated, we engage with them through several initiatives (online and offline). Our efforts have borne fruit and we have a global Glassdoor rating of 4.2. Our employee satisfaction levels are better than that of our peers (at about 93% for Evalueserve India). We believe that we are in the right direction to garner even higher employee satisfaction rates and are striving to achieve that every day.



Manish Ray, Vice President  
- Global Administration &  
Procurement, Evalueserve

#### WHICH CORE VALUES ARE DRIVING YOUR ORGANISATION?

Evalueserve thrives on its core values: Always Refreshing, Always Responsive, and Always Rigorous. We believe in diversity and inclusion, as well as promote gender equality at work. We believe an equal world is an enabled world.

Women employees make up more than 43% of Evalueserve's employee base. Nine of our teams are led by women.



To motivate employees, we started various online campaigns, such as medical teleconsultations, yoga sessions, meeting with nutritionists, and mental well-being sessions.



We have also been focusing on inclusion and have been proactively recruiting members of the LGBTQI+ community.

Our goal of inclusivity and diversity is not limited to our employees. We want to instill the same thoughts in our suppliers and partners as well. We have touched base with more than 273 partners to learn more about their criteria of employing women and members of the LGBTQI+ community.

Evalueserve does not discriminate. We focus on integrating the specially-abled in our work environment. At present, specially-abled employees account for 2.5% to 2.75% of our total workforce in India.

Evalueserve leaves no man behind. Here, I would like to recount two unfortunate events that stand testimony to our commitment to employees: In the first incident, one of our employees had lost his arm in a tragic accident at a company offsite. We made arrangements and bore the expenses involved in taking the employee to the US to get a prosthetic arm. After he recovered, the employee was posted in our Chile centre with a higher pay package. In another accident, an employee lost her ability to work in a corporate environment. The company decided to pay her remuneration and annual expenditure throughout her lifetime.

I believe these small gestures show how the company is focused on employee well-being at all times.





#### **HOW HAS YOUR ORGANISATION COPED WITH THE PANDEMIC AND THE LOCKDOWN?**

Coping with the current pandemic has not been easy sail. We had to put our best foot forward to overcome the difficulties posed by COVID-19. Although sudden, the pandemic-induced lockdown restrictions did not put us in a spot because we had started a phased initiation of work-from-home (WFH) much before the lockdown was announced, as we anticipated the global trend.

Our IT and Admin teams worked round the clock to ensure that all employees could work from home without any hassle. We assigned and delivered laptops and desktops to employees even after the lockdown announcement. Kudos to the teams that worked overnight to make WFH possible even during the harshest of times!

A few weeks into the lockdown, we decided to roll out health-related initiatives, such as medical teleconsultation, online yoga sessions, and nutrition and diet sessions for our employees and their families. We believe in standing with our teams during these tough times.

Some of our employees were infected by COVID-19 and were unable to get admission in good hospitals. One of them was pregnant and her husband too had tested COVID-19 positive. Evalueserve helped them get the right treatment and care. The employee is now the proud

mother of a healthy baby—a new addition to our family!

#### **HOW DID YOU MOTIVATE EMPLOYEES WORKING FROM HOME?**

Work from home turned out to be more difficult than expected for everyone. To motivate employees, we started various online campaigns, such as medical teleconsultations, yoga sessions, meeting with nutritionists, and mental well-being sessions.

We also initiated fun activities, in which employees could participate with their families. We made things a wee bit competitive by rewarding employees who were the most active in these activities, as well as asked them to share photos and videos while doing the tasks.

#### **WHAT DOES THE FUTURE LOOK LIKE FOR EVALUESERVE?**

We believe the feeling of being in the workplace and interacting with co-workers in-person cannot be replicated by a virtual medium. We would like to go back to pre-pandemic operations and resume normal interactions with clients and colleagues if the situation permits.

We are still charting plans to return to the office in the first quarter of 2021. We would like to believe that the situation will stabilise and we will be able to move ahead with many of our infrastructure expansion plans. ■



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## Positive Pulse: Our New Wellness Initiative

Launched in April 2020, the initiative was all about engaging with our tenants, partners and employees and supporting their health and well-being while they work remotely.

As people strive to live in the new normal, organisations have introduced employee-wellness initiatives and customised programmes to keep their employees informed and engaged as they work remotely. This year, Brookfield Properties launched the 'Positive Pulse' wellness initiative to engage with its tenants, partners and employees virtually and keep

them physically and mentally upbeat. The goal was to build a sense of community and create meaningful connections in new, exciting ways.

Commenting on the initiative, Alok Aggarwal, MD & CEO India Office Business, Brookfield Properties, says, "We have always kept employee engagement at the forefront of our operations. We

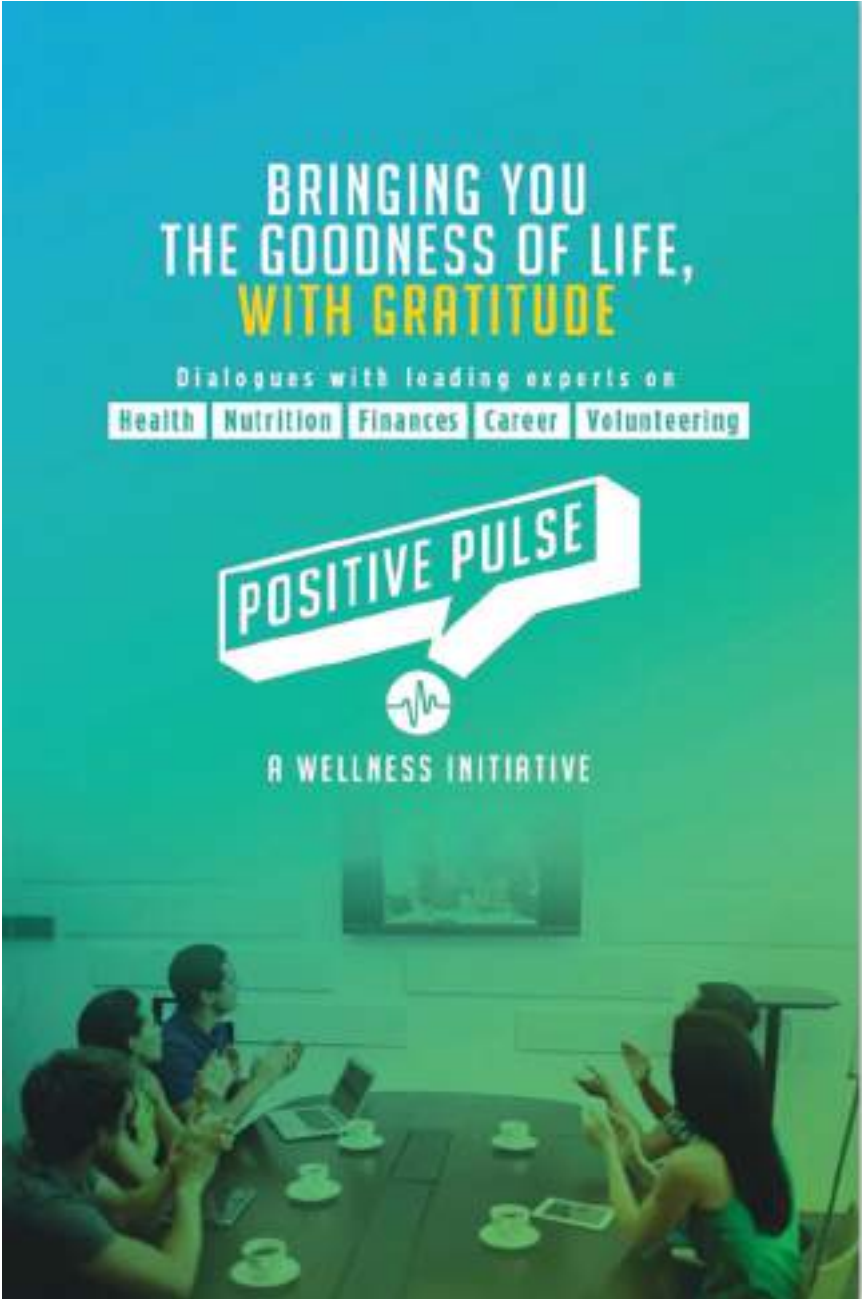


As part of Positive Pulse, webinars with industry experts, health and wellness sessions, online cooking tutorials by leading chefs and a contest were organised online.

have been conducting various offline engagement activities including sports and entertainment meets, workshops, and inter-corporate tournaments, among others. However, since it is not possible at the moment while we ensure compliance with social distancing, we have taken the online route to continue with our journey.”

**WEBINARS WITH INDUSTRY EXPERTS**

As part of Positive Pulse, webinars with leading industry experts on topics including health, nutrition, finance, career and volunteering, were streamed online. The webinars were hosted by Manisha Natarajan, Head, Brand & Communications, Brookfield Properties. Some of the webinars conducted were:





Dr Shijoe Mathew, Consultant, Ananda in the Himalayas



Monika Halan, author of *Let's Talk Money* and Consulting Editor, Mint Money



Dr Shweta Fageria, General Physician Consultant, Apollo Life

**'AYURVEDIC NUTRITION AND GUT HEALTH' WITH DR SHIJOE MATHEW, CONSULTANT, ANANDA IN THE HIMALAYAS**

- He explained to viewers how the right Ayurvedic nutrition and nourishment can help boost one's immunity and gut health.
- Viewers also got to learn how to get the best out of their meals using the wisdom of Ayurveda.
- The webinar got a reach of 69,763 people and engagement of 2,524 people.

**'SMART MONEY MANAGEMENT' WITH MONIKA HALAN, AUTHOR OF *LET'S TALK MONEY* AND CONSULTING EDITOR, MINT MONEY**

- She spoke about effective financial management to ride the lockdown and turbulence, as money matters

whether one is running a business or a household.

- Viewers got sound advice and answers to their questions on maintaining financial health in these times of turmoil and making the best of investment opportunities.
- The webinar got a reach of 26,412 people and engagement of 5,865 people.

**'STAY SAFE & HEALTHY' WITH DR SHWETA FAGERIA, GENERAL PHYSICIAN CONSULTANT, APOLLO LIFE**

- The session covered COVID-19 symptoms, testing, health, diet and fitness.
- Dr Shweta Fageria also answered the most pressing questions including 'When and where can you test for

Ayurveda can strengthen your immunity naturally





Dr Marcus Ranney, General Manager of Thrive Global India, Author and Keynote Speaker



Vinod Saini, Chef, The Leela Palace New Delhi



Abhishek Singh, Chef, The Leela Palace New Delhi

COVID-19?', 'Do Homeopathy and Ayurveda help in recovery?', and 'How can you boost your immunity?'

- The webinar got a reach of 13,877 people and engagement of 3,388 people.

**'THRIVING IN THE NEW NORMAL' WITH DR MARCUS RANNEY, GENERAL MANAGER OF THRIVE GLOBAL INDIA, AUTHOR AND KEYNOTE SPEAKER**

- Dr Marcus Ranney spoke about enhancing productivity, building resilience and boosting immunity.
- Viewers also got some sharp insights on self-care and thriving in the new normal.
- The webinar got a reach of 10,598 people and engagement of 2,478 people.

**ONLINE COOKING TUTORIALS BY CHEFS**

- Chefs Vinod Saini and Abhishek Singh from The Leela Palace New Delhi helped viewers take their home-cooking to another level.
- They gave step-by-step demonstrations of dishes such as *Cardamom Phirni*, *Lentil Salad*, *Oats Kheer*, *Non-fried Dahi Bhalla* and *Dwarka Ke Chane Masale with Feta Cheese*.

**'BE AN AWARENESS AMBASSADOR' CONTEST**

- This was a platform for people to create and share their unique 'safety jingle' against COVID-19.
- The participants thus got the opportunity to become an Awareness Ambassador to stop the spread of the pandemic.
- The contest got a good response as many people showed their talent and creativity. ■



Non-fried Dahi Bhalla



Oats Kheer

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# Come to Powai for the Most Exciting Shopping Experience

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Live, work and play at Powai Business District in Mumbai! It houses the finest retail stores. A highlight here is Binge Central at Delphi Building, which has achieved immense popularity as an F&B and leisure destination, with complete focus on the health and safety of visitors.

As the month of October kicks in, people gear up for the festive season. Most of them would describe this time as their favourite time of the year, as they get to shop to their heart's content in the best stores, feast on festive food and sweets in the finest restaurants, and catch up with friends and family over a movie or some other form of entertainment. But in the new normal, people may worry about keeping themselves healthy and safe when outdoors. No need to worry! Powai Business District offers the safest F&B and leisure experience in accordance with the guidelines shared by the World Health Organization (WHO) and the Health Ministry.

A representative of Powai Business District says, "In the new normal, all our staff and retail partners have been leveraging technologies to ensure that safety never takes a back seat. We are fully equipped and prepared with our strict protocols." The rigorous safety measures in place here include everything from conducting temperature checks and ensuring social distancing, to providing hand sanitisers and regularly sanitising the common areas.

Powai Business District houses outlets of some of the finest F&B and retail brands, and all of them are following some additional protocols of hygiene and safety. Read on.





### POWAI SOCIAL

Powai SOCIAL's design aesthetic is inspired by local parks in the area and the all-day cafe and workspace has put in place best-in-class safety and hygiene measures for customers. The staff conducts daily temperature checks and wears masks, gloves and visors while handling, prepping and serving food and drinks. What's more, acrylic partitions have also been installed for added safety, and tables have been spaced out for adequate social distancing. All patrons also get their temperature scanned before entering the premises, and are requested to keep their masks on at all times, except while eating or drinking. The brand's new mantra of being 'social, with distancing' is being practised with the utmost care so that guests can have a worry-free experience once again.

### FOREST ESSENTIALS

Its in-store Beauty Consultants are trained on hygiene practices as recommended by trusted sources including the WHO and United Nations. Each member of the store staff wears a mask and gloves at all times. Moreover, people visiting the store are requested to maintain a distance of at least three feet from each other while inside the store.



### SUBWAY

It has placed contactless hand sanitiser dispensers on its premises and conducts temperature checks by using digital contactless thermometers. Additionally, Subway has put up posters of hygiene etiquette to educate its staff and customers.

### THE SASSY SPOON

It uses infrared thermometers for temperature checks of guests and provides them with hand sanitisers at the time of entry to the restaurant. All high-contact areas and surfaces within the restaurant including the dining area, kitchen and washrooms are regularly and thoroughly sanitised. The restaurant team is mandated to wear gloves, masks and face shields to maintain ample levels of hygiene. The ingredients used for cooking, too, are rinsed completely before being stored, and the utensils are deep-cleaned.

The restaurant is operating with minimum staff and at limited capacity to ensure that social distancing is strictly maintained. Digital ordering and payment methods are being used for a contactless dining experience.

Delivery executives are allowed to take F&B containers for delivery only after having their temperature checked, wearing







gloves and using sanitiser.

Commenting on the safety measures, Rachel Goenka, CEO and Owner, The Sassy Spoon, says, "At The Sassy Spoon, we are making sure that every single function of our operations is carried out safely and hygienically to eliminate any risk of contamination. We have ramped up our SOPs to even higher standards than before."

#### **PIZZAEXPRESS**

This global brand encourages customers to reserve a table online before their arrival. On arriving at the restaurant, customers are requested to fill in a self-declaration at the host desk, screened for temperature and sanitised before being escorted to their prebooked table. The seating capacity has been reduced by 50% to maintain physical distancing. Menu and payment options have been digitised for a contactless delivery and dine-in experience. The brand recently introduced new 6-inch piccolo pizzas especially catering to the requirements of take-away and delivery customers. The Pizzaiolos dressed in safety gear serve freshly-baked meals as they follow all the necessary sanitisation and hygiene protocols to ensure a delightful dining experience. ■





Ritu Verma, Senior Vice President - Human Resources, Brookfield Asset Management

## Boosting Well-being in a Remote Work Environment

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**More and more organisations are undertaking employee engagement activities today. Ritu Verma, Senior Vice President - Human Resources, Brookfield Asset Management, talks about how organisations can further promote work-life balance for employees in a remote setting.**

We all love to work together in the office. However, with remote working becoming the new normal, it has brought on its own set of challenges. The current structure of remote working primarily focuses only on work. All work and no play can make life gloomy and have serious repercussions on employees' wellness, leading to reduced productivity.

Organisations which had already been conducting employee engagement and team-building activities are now also undertaking various initiatives to support the mental health of their staff and keep their morale high. For instance, Brookfield Properties started a unique virtual initiative 'Positive Pulse' to

drive fruitful conversations with leading experts on health and well-being. The organisation also hosted a virtual yoga meet with experienced instructors as well as a variety of contests for tenants and employees to show their creativity.

Apart from the ongoing initiatives and programmes, organisations can boost employee morale and foster team building in various other ways, including:

### **INTRODUCE UPSKILLING PROGRAMMES**

Organisations can use online tools for imparting valuable training to their employees. Online upskilling programmes will help break the monotony of work and increase employee engagement. These

will also inculcate a sense of commitment and gratitude in employees and improve their performance in the long term.

#### **OFFER SPACE FOR ENGAGEMENT**

Team leaders and managers can keep their teams engaged and productive by hosting contests virtually. Organisations can also conduct educational webinars involving industry experts. For instance, they can host insightful sessions on financial management, covering tips on how to manage expenses during this pandemic.

#### **SHOW THAT YOU CARE**

Employees are the most valuable assets an organisation has and this must reflect in the initiatives that it takes for the well-being of its employees. Organisations can conduct online sessions with doctors or nutritionists for answering the health and safety-related questions of their employees. Sessions like these will add to the motivation quotient of the workforce and also build a sense of community. For example, through Positive Pulse, we are creating meaningful connections with our tenants and their employees as they work remotely.

#### **GIVE RECOGNITION**

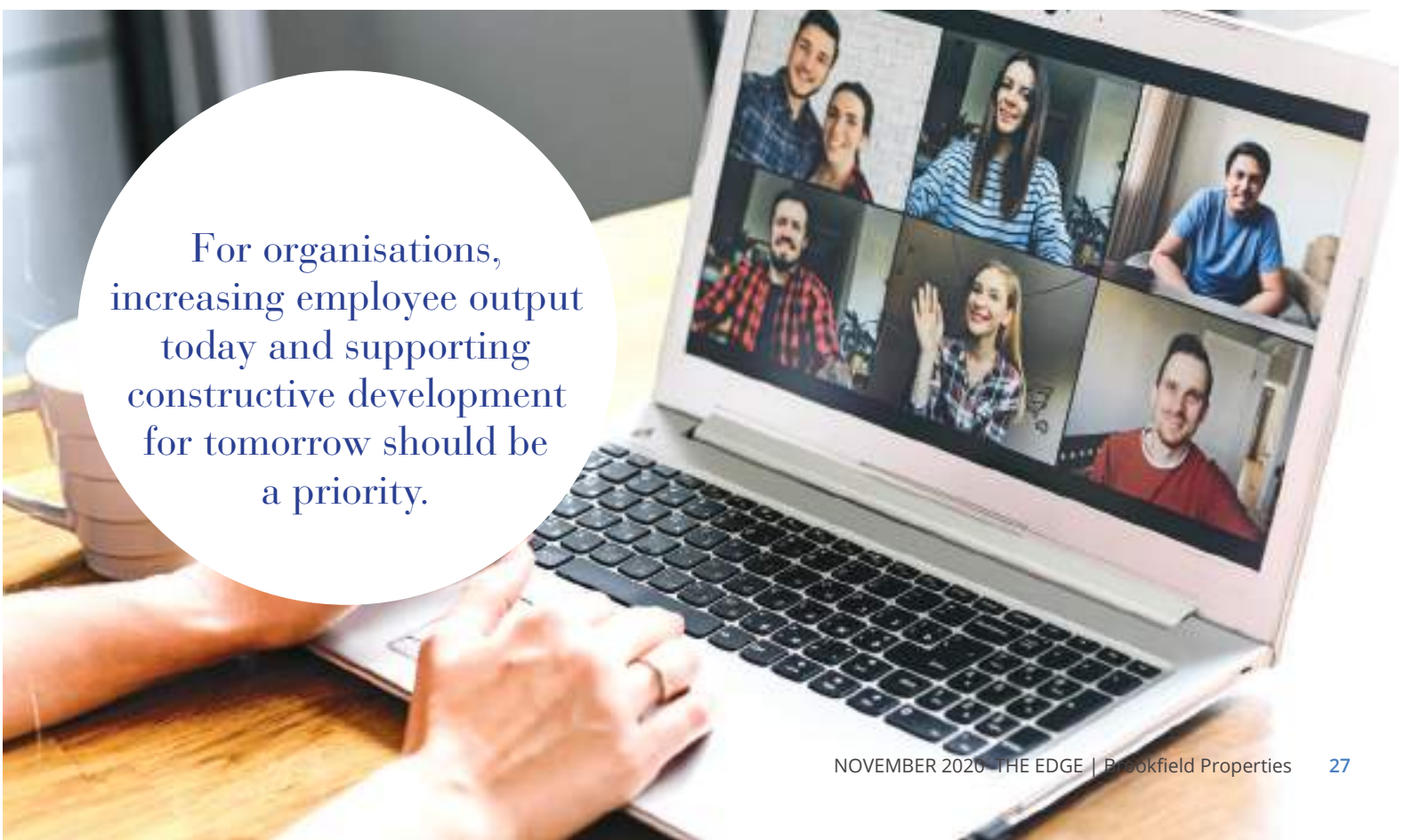
As employees are now loaded with more work than ever, organisations need to

give them recognition or find new ways to appreciate their efforts. A few words of recognition or appreciation can boost the morale of employees and encourage them to perform even better.

#### **FOSTER FLEXIBILITY**

Working remotely comes with its own set of non-ignorable household chores. Employees may find it a challenge to manage their house and office work simultaneously. They also require time to relax and unwind. Organisations should offer their employees utmost flexibility so that remote working does not become a hassle for them. They should also give employees the liberty to work on extended deadlines and encourage them to take adequate breaks to avoid monotony and keep their minds fresh. All of these measures, in turn, will boost the morale of employees and help them balance their professional and personal commitments.

It is equally important to improve communication with employees. Any team may struggle to operate remotely if the communication process is not defined or transparent. Therefore, teams should hold regular video meetings where members can discuss both organisational and non-work related topics. These will help them connect better and express their thoughts freely. ■



For organisations, increasing employee output today and supporting constructive development for tomorrow should be a priority.

# Accessibility in COVID-19 Pandemic



Rama Krishnamachari and Ruchira Sarin of DEOC

Employers should ensure that the precautionary measures they take in the workplace are ideal for employees with disabilities too. In this article, Rama Krishnamachari and Ruchira Sarin of DEOC, a consultancy organisation working in the field of policy, accessibility and training, talk about how employers can support a disability-inclusive response at work.

India is getting aligned to the new normal as it unlocks after several versions of the lockdown. Businesses and establishments that are reopening are taking special precautionary measures for employees and visitors. These include installing signage for social distancing, sanitiser dispensers and no-contact devices or hardware.

While working closely with people having disabilities, we keep getting feedback on some of the precautionary measures undertaken by organisations and the challenges they pose to disabled employees. Mahesh, a 33-year-old wheelchair user who works in an IT company in a plush office complex in Bengaluru, found himself caught unaware when he had to visit his office in early July to get technical support for his laptop. Awaiting him at his office entry was a foot-operated sanitiser dispenser and a foot door opener (meant to open the door without using one's hands). Mahesh being a wheelchair user found both the features inaccessible. While the office considered the needs of hygiene and avoiding touching surfaces, 15% users who had disability or difficulty were left behind as such products did not comply with Universal Design principles.

Raji, 42, is a person with a visual disability, residing in NCR. She had her apprehensions approaching her workplace in the current unprecedented times. She was wondering if she would get help and also will she be putting herself at risk by taking a person's help. But to her surprise, as she approached her office last week, she was welcomed by a well-trained person who explained the changes that have been made: a well-laid system of tactile markings right from the entrance to the elevator and further to the entry of the office, accessible lift controls driven by her smartphone, signage with QR code, etc. She found it so much easier to navigate around her workspace. The workspace had several other Universal Design features in place like automatic doors, sanitiser dispensers, etc. The staff had also been trained to support her if it is required.



An accessible office entry with an automatic glass door, high-contrast manifestations, accessible signage, tactile markings, a doormat that is flush with finished floor level, and an automatic sanitiser dispenser.

While Mahesh is battling with his organisation, trying to convince them into providing an accessible and safe workspace, proactive companies like Raji's have been able to meet the requirements of not only her but of almost their entire workforce.

#### THE TAKEAWAYS ARE:

- Follow Universal Design principles when making any changes in the policy or infrastructure. The inclusive design makes the place more user-friendly and safe for everyone.
- Initiate the work with audits of infrastructure and HR policies to take stock of the positives and gaps concerning the compliance with the Rights of Persons with Disabilities Act, 2016. Thereafter prepare a strategy and a roadmap to implement the changes.

- Accessibility is a technical area based on standards. One should not make ad-hoc changes. Involve experts and persons with disabilities in the planning process.
- Now is the time to implement all accessibility standards in the workplace as the office strength is less than 50%. After all, a stitch in time saves nine!

*Rama Krishnamachari is an expert in the area of disability policies and inclusion. Ruchira Sarin is an architect specialising in Universal Design. They are together leading DEOC, a consultancy organisation with over two decades of experience in policy, accessibility and training. DEOC has been engaged with Brookfield Properties in making their campuses accessible through access audits and implementation consultancy. To learn more about DEOC, please visit [www.deoc.in](http://www.deoc.in) ■*



## Promoting Environmental Sustainability

We observed World Environment Day by hosting talks, contests and workshops. The aim was to raise awareness and encourage action for driving positive impact on the environment.

With environmental, social and governance (ESG) practices at the very core of its business philosophy, Brookfield Properties strives to improve its operations and campus buildings' performance (in terms of energy, water and waste) to reduce carbon footprint and minimise environmental impact through efforts focused on 'reduce, reuse and recycle'.

The organisation's green initiatives at campuses across India:

- Rooftop solar power plants installed with 1.20 MWp capacity;
- Sewage treatment plants set up to save 4,400 kl of freshwater per day;
- Composting stations and rainwater harvesting pits set up;
- Green belts' conventional watering systems converted into drip irrigation to minimise water usage for horticulture;

Accolades  
won for green  
initiatives:

- **Platinum rating from the Indian Green Building Council (IGBC)** for Candor TechSpace, Sector 21, Gurugram, and Candor TechSpace, Sector 135, Noida;
- **Indian Green Building Council (IGBC) Gold rating** for Candor TechSpace, Sector 48, Gurugram;
- **Award for 'Good Air Campus' by Integrated Health & Wellbeing Council** for Candor TechSpace in Gurugram; and
- **Award for 'Environment Management System'** by TUV SDU.

- Air purification systems installed to ensure clean air indoors;
- LED lighting installed to help reduce energy consumption; and
- Shared mobility solutions offered to reduce carbon emission by 2,400 t annually.



This World Environment Day, Brookfield Properties organised live talks with thought leaders, contests and influencer-led workshops online.

**SUSTAINABILITY TALKS**

A special campaign on creating a green built environment and workspaces was hosted. The thought leaders who participated were Vasudevan Suresh, Chairman, Indian Green Building Council; Sameer Saxena, VP & Head, Real Estate, Marsh & McLennan Companies, Inc.; Deepti Agrawal, VP Location and Property Strategy Lead India & Property Projects Lead, North India RBS; Manit Rastogi, Founding Partner, Morphogenesis; and Shantanu Chakraborty, Senior VP & Regional Head, India office, Brookfield Properties.

Sustainability Talks by Brookfield Properties was a special campaign on creating a green built environment and workspaces.



Vasudevan Suresh, Chairman, Indian Green Building Council



Sameer Saxena, VP & Head, Real Estate, Marsh & McLennan Companies, Inc.



Deepti Agrawal, VP Location and Property Strategy Lead India & Property Projects Lead, North India RBS



Manit Rastogi, Founding Partner, Morphogenesis



Shantanu Chakraborty, Senior VP & Regional Head, India office, Brookfield Properties

The dialogue brought forth the following initiatives and ideas on sustainable practices adopted by Brookfield Properties and its tenants:

- Marsh & McLennan Companies, Inc. has upgraded its lighting systems to LED, across more than 320,000 square feet, saving over 38% (178,000 kWh) in energy;
- RBS has set goals to continue its decarbonisation, aiming to have climate-positive operations by 2025 through emission reductions and carbon offsetting. RBS India has replaced single-use plastic with biodegradable options in its office;
- Sopra Steria has replaced 90% of diesel cars used for employee commuting with CNG cabs, which has significantly reduced GHG emissions;
- Fidelity Investments has saved 1,181 tonnes of carbon footprint and 1,003 trees;
- SE2 has switched to electric vehicles, installed aerators in washrooms and hand-washing areas to reduce water consumption; and
- Wipro has partnered with non-profit organisations like Uthaan for plantation of hundreds of trees.







Aditi Khattar from The Greenish Affair



Landscaped garden

#### INFLUENCER-LED SESSIONS

To promote the importance of green spaces in boosting well-being, positivity and good health, a DIY session with Instagram influencer Aditi Khattar (from The Greenish Affair) was organised. In the live session, she gave home gardening ideas and tips for setting up a green workstation. She also spoke about how green spaces evoke positivity, health and good air.

#### CONTEST

An Environment Day contest was hosted online. To participate in the contest, people shared photos, tips or hacks of green spaces at their home or workspace. The contest was a huge success with participation from approximately 1,000 people. The eight best entries were declared as winners and rewarded. ■



Rooftop solar power plant at Candor TechSpace, Kolkata



Our team participating in a tree plantation drive

# Here's Our Automatic Vehicle Sanitising Apparatus

Designed and innovated by Baljit Singh, VP - Operations, Brookfield Properties, and his son Adarsh Raghav, our automatic vehicle sanitising apparatus enables quick and easy disinfection of seats in passenger vehicles and of elevators, interior walls, among others.



Baljit Singh,  
VP - Operations,  
Brookfield Properties

In the new normal, Brookfield Properties has taken all precautionary measures to keep its campuses clean, safe and sanitised. However, with the lockdown being lifted and people stepping out of their homes to go to work, the various modes of mobility they are opting for have to be sanitised regularly too. For owners, disinfecting the seats, surfaces, touchpoints and the overall interiors of their vehicles is tedious and time-consuming. There is also a high risk of infection in case they are disinfecting the surfaces manually.

Baljit Singh, VP - Operations, Brookfield Properties, and his son Adarsh Raghav have jointly developed and patented an automatic vehicle sanitising apparatus that can disinfect the interiors of cars, taxis, ambulances, vans, buses, flights and trains. The apparatus can even be utilised to sanitise elevators, interior walls, etc.

## THE MECHANISM

The apparatus sanitises the interior surfaces of passenger vehicles including seats and most of the other touchpoints using an automated spray of disinfectant. It comprises majorly of

a high-pressure positive displacement pump, microcontroller and small nozzle-sprayer sets. The high-pressure positive displacement pump is provided to pump the disinfectant through pipes to the sprayers. The set of fine sprayers is helpful to break the liquid disinfectant into fine particles and spread it on the surrounding surfaces and areas as directed. The microcontroller controls the operations of the apparatus. The apparatus further employs the Internet of Things (IoT) and Artificial Intelligence (AI) technologies to ensure the safety of passengers. Adarsh Raghav has completed his Bachelor of Technology (Computer Science) and the implementation of IoT, microprocessor, controls and logic was his idea.

Here's what makes this automatic vehicle sanitising apparatus so unique:

- If the disinfectant liquid used in the apparatus is unsafe or unapproved, the apparatus does not function.
- It operates only when the vehicle or elevator is stationary or at rest.
- It operates only for a limited set duration.



Our automatic vehicle sanitising apparatus sanitises the interior surfaces of vehicles including seats and most of the other touchpoints using a spray of disinfectant.

Baljit Singh with his son Adarsh Raghav

- It does not work if the sprayer pressure is high/low plus-minus 10% or as recommended.
- It can be linked to the infrared (IR) temperature recorder. If the temperature of a passenger sitting on any seat in the vehicle records higher than the recommended temperature, the apparatus will not function and a notification will be sent to the driver or operator's help desk for necessary directions.
- It can be linked to large operators' network for tracking and monitoring

whether the set standard operating procedures (SOPs) are being followed by drivers or not.

- It notifies the user if the liquid disinfectant level of the apparatus is critically low.
- It can be powered by a vehicle battery or self-powered with chargeable batteries as the case may be.

The automatic vehicle sanitising apparatus is already serving as an effective method of disinfection. Hearty congratulations to Baljit Singh and Adarsh Raghav for innovating this! ■



Sandeep Agarwalla,  
Head of Yoga, Ananda  
in the Himalayas

## Yoga at Home

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This International Yoga Day, we organised a virtual yoga meet for our tenants and employees. Approximately 148 people performed yogasanas live from the safety of their homes under the guidance of experienced instructors.

Yoga plays a crucial role in maintaining the health and well-being of a person holistically. People across the world practise yoga to stay fit, increase physical flexibility, relieve stress, keep their mind calm, sleep better and improve emotional control. International Yoga Day has been celebrated from June 21, 2015, annually and the United Nations sets a different theme for it every year. In 2020, International Yoga Day came with the theme 'Yoga for Health – Yoga at Home' that took into account the social distancing measures being practised by most countries.



Shelly Piplani, Senior Trainer  
- Yoga, Laughter Therapy and  
Meditation, Crush Fitness India

For the last three years, Brookfield Properties has been celebrating International Yoga Day by organising yoga sessions across its campuses. This year, the organisation organised a virtual yoga meet on June 20 and 21 to make tenants and employees aware of yoga and its benefits and to encourage them to build a healthy lifestyle and work-life balance by practising yoga regularly. This was planned as part of the #FitnessOnMyMind campaign. The organisation has also hosted 'Positive Pulse', a wellness initiative comprising a series of engagement activities, interactive sessions with industry experts, and contests.

In the days leading to the virtual yoga meet, teasers were shared online to build anticipation and excitement about the initiative. A contest was also hosted online, where people shared photos of themselves performing yogasanas at home. Approximately 148 people registered for the virtual yoga meet. All of these resulted in reach and engagement of 49,890 and 3,369 respectively.

The virtual yoga meet comprised four sessions: therapeutic yoga, yoga for children, pranayam and live yoga. The therapeutic yoga session was conducted by Archana M Shah, Senior Trainer - Yoga, Mental Wellness and Stress Management, Crush Fitness India. Sandeep Agarwalla, Head of Yoga, Ananda in the Himalayas, conducted the pranayam session. Shelly Piplani, Senior Trainer - Yoga, Laughter Therapy and Meditation, Crush Fitness India, conducted the sessions of yoga for children and live yoga. These experienced instructors with their live demonstrations made the audience aware of the yogasanas that they can practice at home with ease. Unique and interesting types of yogasanas were also performed by them to engage the viewers further.

If you have always wanted to try yoga, there is no better time than now to start. There are various yogasanas that you can perform easily from the comfort of your home—all you need to do is roll out your mat and start practising! ■



Our virtual yoga meet on June 20 and 21 saw reach and engagement of 49,890 and 3,369 respectively and live participation of 148 people.

Archana M Shah, Senior Trainer - Yoga, Mental Wellness and Stress Management, Crush Fitness India

# QUIT SMOKING

WORLD NO TOBACCO DAY

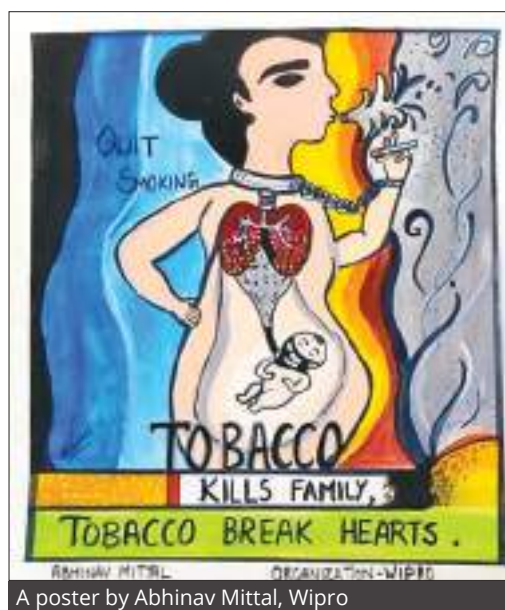
Creative Canvas Highlights



## It's Time to Quit Smoking

This World No Tobacco Day, we highlighted the harmful effects of using tobacco and the urgent need to quit smoking via a virtual poster-making and slogan-writing contest.

Brookfield Properties' operations go beyond the development, ownership and operation of sustainable commercial real estate. The organisation is also committed to environmental, social and governance (ESG) practices that have a positive impact on the communities in which it



A poster by Abhinav Mittal, Wipro

operates. This is why, over the years, it has been running and driving awareness programmes and events for the benefit of the communities in line with its core values.

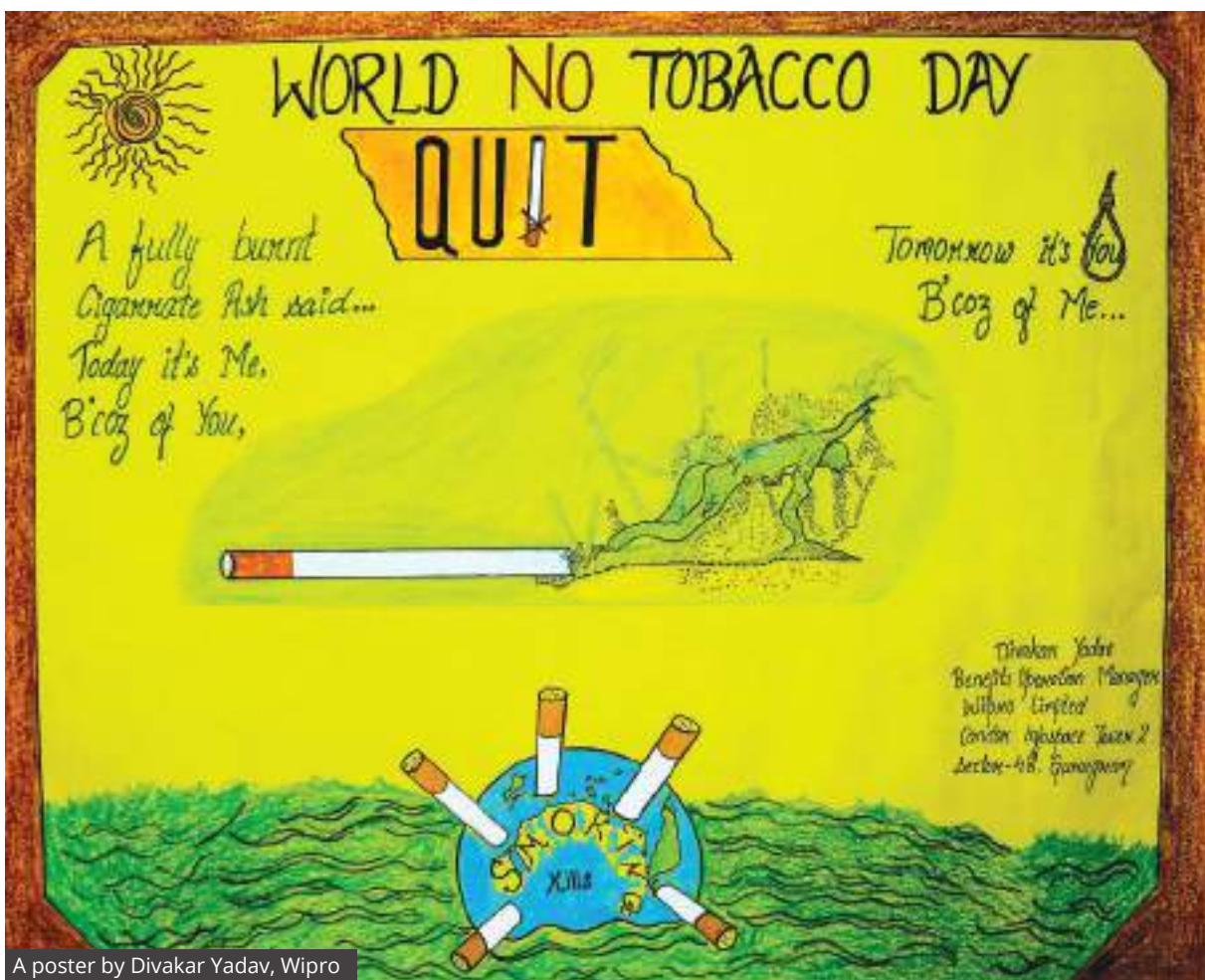
Taking charge on the front of public health, Brookfield Properties brought World No Tobacco Day to its campuses. The goal was to spread the word about the hazards of using tobacco and to encourage people to quit smoking. This year, the organisation observed World No Tobacco Day by organising a virtual poster-making and slogan-writing contest.

We encouraged tenants, employees and the social media community to submit creative posters and slogans and stand a chance to win some exciting rewards. The entries that came in featured hard-hitting messages such as 'Better health starts after the last cigarette', 'Tobacco companies kill their best customers', 'Choose life before tobacco makes it hell' and 'Stop smoking before smoking stops you'. All submissions were judged on the criteria of creativity, impact, originality,

We encouraged tenants, employees and the social media community to submit creative posters and slogans and stand a chance to win some exciting rewards.

presentation and relevance. The winners of the poster-making contest were **Divakar Yadav and Abhinav Mittal—both employees of Wipro** at Candor TechSpace, Sector 48, Gurugram.

Participants thus got a platform to not only share their creativity but also shed light on the risks of smoking and using tobacco. ■



A poster by Divakar Yadav, Wipro



## Yulu Comes to Our Equinox Campus

A Yulu Bike zone was inaugurated at our Equinox campus in Mumbai. The campus now has more than 30 Yulu Miracle electric bikes stationed in the premises for accessible, affordable and green mobility.

The world around us is moving to better, cleaner and greener modes of transport to help reduce air pollution. India is also doing the same, thanks to Yulu, a leading mobile application-based electric bike platform for first- and last-mile, short-distance commutes. And now, riding an e-bike in Mumbai has never been easier as Yulu, in partnership with the Mumbai Metropolitan Region Development Authority (MMRDA), has started operations in the city. Yulu bikes are available to commuters at nine different zones or docking stations in and around Bandra-Kurla Complex (BKC), including our Equinox campus.

The Yulu Bike zone at Equinox was inaugurated on August 31 in the presence of key officials and Vithal Suryavanshi, Regional Head - West India, Brookfield

Properties. The campus is now equipped with more than 30 Yulu Miracle bikes for easy pick-up and drop. Yulu Miracle is a battery-operated two-wheeler that produces no pollution.

Yulu is on a mission to build the largest electric vehicle (EV) ecosystem in the country and is committed to providing safe, smart and non-motorised transport solutions. This association with Yulu has further strengthened Brookfield Properties commitment towards environmental, social and governance (ESG) principles and offering last-mile connectivity via sustainable and accessible mobility options to its occupants.

Speaking on the inauguration, Alok Aggarwal, MD & CEO, India Office Business, Brookfield Properties, says, "ESG management is core to how we





Yulu Miracle bikes are a clean mode of transportation as they produce no pollution. Users get to improve their fitness as well as reduce their stress due to the lesser traffic on the roads.



Yulu Miracle bikes are completely safe for use, as they are sanitised several times in a day using a sanitiser recommended by the World Health Organization (WHO).





conduct our business across the globe. We are excited to add this green mobility service with Yulu bikes to our campus. This association will further strengthen our agenda of providing best-in-class and environmentally friendly mobility solution to the new-age professionals working at Equinox. We encourage our tenants and employees to use the e-bike service and ensure they follow all safety protocols while doing so."

To use the e-bike service, commuters are required to download the Yulu app on their smartphones and register themselves. Once they find a Yulu Bike zone, they can unlock the bike for ₹5.

They will be charged ₹1.5 for every minute of the ride thereon. What's more, all Yulu bikes are completely safe for use, as they are sanitised several times in a day using a sanitiser recommended by the World Health Organization (WHO). The timestamp of the last sanitisation carried out on a bike is visible to users on the Yulu app.

If you are looking for a smart, safe and easy mobility option or want to avoid parking woes during peak hours in a business hub like BKC, riding a Yulu bike is a great idea. People working at Equinox are already taking advantage of this facility and making cycling to and from work a pleasant experience for themselves. ■





## Being Socially Responsible

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Brookfield Properties has always strived to incorporate environmental, social and governance (ESG) practices into its operations in line with its core values. Read on to know about the on-the-ground work it is doing for the benefit of the communities.

At Brookfield Properties, we have always believed in adding value to everything we do, be it on the business front or when it comes to enriching communities in and around our regions of operations. We conduct various activities for a long-term, sustainable community impact.

Here's a brief overview of some of our major CSR initiatives over the year:

### **SLAM OUT LOUD, PROJECT JIJIVISHA**

Through its Project Jijivisha, Slam Out Loud ensures that the power of art is not denied to children from at-risk communities. Unlocking the opportunities of art-based learning allows these children to pursue their dreams and build a bright future.

### **Impact:**

- Providing art education to students from low-income backgrounds
- Equipping high-achieving students to enact change in their communities
- Developing 21st-century relevant skills to students
- Inducting 20 students into the fellowship
- Long-term partnerships with schools

### **PEOPLE FOR ACTION, COMPUTER LABS**

To advance the vision of a Digital India, we set up computer labs in schools in Haryana. The initiative, managed by People for Action, thus provides the school students with computer education to facilitate technological skill development.



**Impact:**

- Providing computers to students of five government schools in Haryana
- Building capabilities of government school educators
- Facilitating modern skills development for underprivileged youth
- Reaching out to over 300 students in these schools

**ALOHOMORA EDUCATION, CAREERSHALA**

Alohomora Education via Project CareerShala enables children to become independent learners capable of making career choices aligned with their interests and strengths.



**Impact:**

- Empowering over 1,000 students through the new-age leadership programme
- Equipping these students to make a relevant career action plan to get the most out of their future careers

**THE EARTH SAVIOURS FOUNDATION, PROJECT GURUKUL**

At their Gurukul on the outskirts of Gurugram, The Earth Saviours Foundation provides housing, care and





a welcoming community for elderly and differently-abled people. Their unique needs require a lot of resources, which is why we collaborated with the Foundation and implemented Project Gurukul to provide primary healthcare and foster care for the aged and disabled.

**Impact:**

- Providing accommodation and healthcare services to residents of the shelter
- Uniting residents with their families
- Supporting more than 500 residents of the shelter

**MOBILE CRECHES, SECTOR 48, GURUGRAM**

Mobile Creches runs day-care centres for children of labourers working at construction sites in Delhi-NCR. We supported Mobile Creches in providing

health and childcare services to children (aged 1-12 years).

**Impact:**

- Reaching out to the most vulnerable children while keeping the issues of early childhood care and development at its core
- Benefitting over 50 children

**KOSISH, HOSPICE SUPPORT**

Kosish, a registered NGO, aims to provide affordable palliative care through home-based as well as institutional care to terminally ill patients. We tied up with the NGO in December 2019 to provide necessary hospice support.

**Impact:**

- Providing compassionate care to terminally ill patients so that they may live as fully and comfortably as possible





**THE NUDGE FOUNDATION, GURUKUL**

Started in 2017, The Nudge Foundation's Gurukul provides soft skills' training that allows underprivileged youth to build their brighter futures. The Gurukul offers training in fields with high career potential to ensure a life of dignity and independence for its students.

**Impact:**

- Delivering holistic foundational and vocational skill training to underprivileged youth aged 18-25 years
- Benefitting over 150 students

**KHERKI MAJRA SCHOOL**

We worked on improving the infrastructure of Kherki Majra School in Haryana. A toilet block and multipurpose hall were constructed on the school premises.

To enrich communities in and around our regions of operations, we conduct various activities that have a long-term, sustainable community impact.





**Impact:**

- Upgrading the amenities of the school
- Providing a safe, sanitary and holistic environment for the students
- Enriching students' lives in the process

**GOVERNMENT OF HARYANA, GURUJAL INITIATIVE**

The initiative of 'GuruJal' was undertaken by the District Administration of Gurugram, Government of Haryana. This was an integrated water management initiative to address the issues of water scarcity, groundwater depletion, flooding and stagnation in Gurugram.

**Impact:**

- Curbing the growing challenge of the water crisis

- Working towards the common goal of water conservation

**GREEN COVER**

We undertook the development and maintenance of the green cover in Noida and Gurugram.

**Impact:**

- Reducing the environmental consequences of green cover loss, such as air pollution, groundwater depletion and frequent flooding during the monsoons

**CSR INITIATIVES DURING COVID-19**

We partnered with the Samta Purushottam Agrawal Memorial Foundation and the Government of





Haryana to distribute masks, dry ration and food. We also tied up with Blue Chip Hospitality to provide 25,000 meals to migrant labourers and underprivileged individuals in Noida. Additionally, 500 dry ration kits were procured from DMart for supplying to people in need in Mumbai.

Around 1,000 workers employed at various wildlife sanctuaries and national parks in Madhya Pradesh such as Ratapani, Kuno, Kanha, Satpura, Panna and Bandhavgarh, were provided with ration kits with the help of Madhya Pradesh Tiger Foundation Society.

Moreover, we collaborated with The Earth Saviours Foundation to support around 450 abandoned senior citizens, mentally-disabled poor people and migrant workers living permanently in the NGO's shelter home.



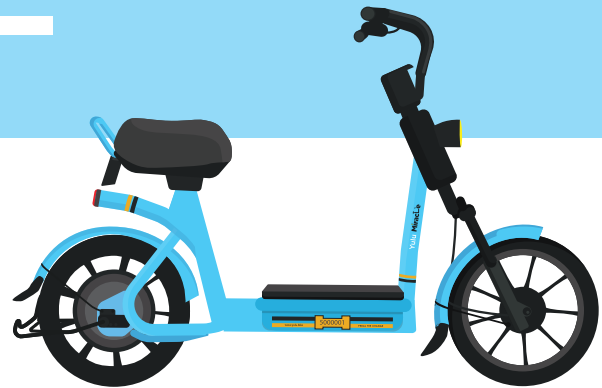
## YOUR DAILY COMMUTE JUST GOT SMARTER!

INTRODUCING  
YULU E-BIKES AT

**E** EQUINOX



A hassle-free commute begins at our campus. Save time and save the planet, while travelling in and around campus, on a GPS-enabled e-bike. No licence or helmet required, parking is free, and it's perfect for beginners. So go ahead, YULU your way to work, every day!



### How to YULU



Download the  
YULU app



Unlock  
a ride for ₹5



Pick up an  
e-bike  
from the  
YULU zone



Ride to your  
destination



Park & lock



Pay online



**yulu**  
RIDE THE CHANGE