



Social Wellness

At Mindspace, we have cultivated a business deeply intertwined with our employees, tenants, and communities. Through employee engagement programs, tenant well-being initiatives, and community outreach efforts, we prioritize social wellness in all our interactions.

Alignment with UN SDGs



E-connect

Under the WeCare platform and human rights policy, we dedicate a day each quarter for employees and site staff to discuss grievances with HR, which is one way we promote an inclusive work environment.

Pride Side Policy

Our 'Pride Side Policy' ensures inclusivity and discourages any form of discrimination based on sexual orientation or gender identity. We conduct regular workshops on gender sensitization and have set up a reporting system for policy breaches, financial aid for gender-

affirmation surgery, and support for LGBTQ employees. Additionally, our insurance covers the medical expenses of same-sex partners.

SHEROES Batch 2 Expand your Potential, Woman in Leadership Series

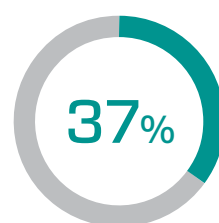
We launched the second batch of SHEROES for aspiring Women Leaders, focused on equipping them with tools and support for sustained growth. This initiative aims to enhance their personal development, contributing significantly to our organization's overall success.



Employees

At the core of Mindspace's success lies our greatest asset: our people. We create an empowering work environment to encourage continuous growth and development. Our comprehensive policies and engagement programs are designed to support holistic employee well-being.

Gender diversity



Women at senior management level

Includes all employees of Mindspace REIT at General Manager and above levels.



Case Study

ESG Squad ESG Sensitization Trainings

Our ESG Squad , a collaborative platform involving all levels of our governance framework , meets semi-annually. These meetings focus on reviewing progress towards ESG targets, addressing challenges, brainstorming ideas, and enhancing collective capacity. They promote transparent dialogue and joint action, ensuring all departments align with their ESG goals and KPIs.

Training on ESG is provided to all Mindspace employees to impart fundamental knowledge of the risks and opportunities, aligned with global frameworks, and strategies for their effective management and mitigation .



SEED (Skill Enhancement and Employee Development)

The SEED initiative offers diverse learning programs like 'Managing Self' for individual contributors and 'Managing Others' for mid-level talent, across all levels. The programs focus on behavioral and managerial skills and aim to equip our workforce with the skills that will help them excel in their roles and advance in their careers.

The SEED initiative was introduced with the primary goal of arming our talented workforce with the essential skills and capabilities required to excel in their current roles.



Employee Engagement

Coffee with CEO

Networking Coffee sessions between the CEO and young talent has strengthened working relationships. Designed to dissolve hierarchical boundaries, these meetings promote transparent communication and offer an informal space for employees to interact with top leadership. The ultimate aim is to elevate employee morale and foster a more inclusive corporate culture.



Sharing a Mid-day Meal with Vipla Foundation

Several of our employees came together to celebrate the 'Joy of Giving' week with hearing and speech impaired children of Vipla Foundation. Our people played, danced, sketched, laughed, painted, and had a blast. The highlight of the experience was serving and sharing a mid-day meal with the children.

Beach Cleaning Drive

Our employees came together for a cleaning drive at Mumbai's Chimbai Beach . Collectively they sieved out over 140 kg waste, highlighting our commitment of raising awareness about environmental preservation.



The Spirit of Sportsmanship

Our employees participated in an inter-business game of cricket giving them an opportunity to showcase their sportsmanship.

Beyond the cricket pitch , this game symbolized the unity and camaraderie ingrained within our teams.

The Spirit of Festivals

In keeping with the spirit of Christmas, we brought in a special band that performed for our people who joined in the festivities by singing and dancing along.





Tenant Well-being

Mindspace is all about creating engaged workspaces where businesses thrive and so do its people. Our business parks are designed to offer the best amenities and engagements, benchmarked to global standards. From break-out zones to expansive landscaping and from food plazas to events, wellness is integrated into each offering that is tailored for our discerning tenants.



Wellness Zones

We have designed our business parks with dedicated breakout areas for relaxation and rejuvenation. Our fitness zones offer amenities such as jogging tracks, sports arenas for basketball, cricket, and pickleball, multipurpose halls, meditation zones, and relaxation areas, promoting both physical and mental well-being. Each wellness offering is aimed at fostering a healthier and balanced workplace for all.



Infrastructure Enhancement

The ever-evolving workforce has changing preferences and demands at the workplace. And it is pertinent that we deliver to their requirement and stay relevant. To ensure the same, we have implemented facade and lighting enhancements. Our facades have been upgraded and lobbies and interiors have undergone redesigning, weaving in sustainability, modernity, and relevance. For instance, we have woven in biophilic elements into the workspace.

Mindspace Table Talks

At Mindspace, we're committed to fostering strong relationships with our clients and shaping the future of commercial real estate together. That's why we launched our 'Table Talks' initiative, a platform for open dialogue and collaboration with industry leaders. Our inaugural session brought together a diverse group of experts to brainstorm strategies for reshaping business parks. We explored critical topics like sustainability, well-being, the future of co-working, and the transformative power of technology in real estate design and amenities.

This valuable exchange of ideas provided us with invaluable insights from our clients. By actively listening and incorporating their perspectives, we can ensure our commercial real estate portfolio prioritizes sustainability, fosters well-being, and promotes inclusivity. Table Talks are just one way we demonstrate our commitment to building strong client relationships and shaping the future of workspaces together.



Food and Beverage

Food trucks, outdoor food kiosks and food courts have been enhanced to encourage social interaction and gathering. SOCIAL opened its first outlet in Hyderabad at the Mindspace Madhapur campus spanning 3 floors with a capacity for 2,500 people.

We have also used technology like the implosion technology to demolish two aging buildings, which were brought down in under 8 seconds, as against the traditional time period of a couple of months. This demonstrated our efficiency and sustainability.

Events at Mindspace

IPL Playoff matches

Over 4,000 cricket enthusiasts enjoyed delicious snacks, refreshing beverages and the camaraderie of shared cricket passion was seen during the screening of three Playoff matches.

We also conducted our inaugural IP event, the Happy Vibes Fest, a lively three-day food festival across five of our business parks. Over 40,000 tenant employees at our parks had the

opportunity to enjoy the festival that showcased an assortment of exquisite cuisine, live musical performances and captivating games.



Christmas Carnival

A three-day Christmas Carnival under the IP name, Happy Vibes Fest, was curated across 5 of our business parks. It attracted over 20,000 folks who enjoyed the carnival across all the parks with festive flair and merry mayhem. Participants experienced Christmas-themed bottle painting and terrarium workshops, nail and tattoo art activities in addition to our fun game stalls. The lively Christmas parade and international music artists enchanted the atmosphere.

Health and Wellness Talks

Mindspace Business Parks hosted an exclusive health and wellness session as part of 'Mindspace Delightful Days' at four business parks. With industry experts, Ms. Pooja Makhija and Ms. Yasmin Karachiwala, the session covered topics such as nutrition, exercise, and mental health, engaging around 500 participants in informative session, panel discussion and a Q&A session. This initiative marked a significant step towards promoting a healthier lifestyle in the community.



Mindspace Delightful Days

Launched as a series of events that featured clay sculpting workshop, astrology workshop, canvas painting workshop and indoor movie screening, across seven business parks with over 4,500 employees unleashing their creativity, hidden artistic talent, thus contributing to a more balanced and motivated work environment.

This included stand-up comedy events with Zakir Khan, Atul Khatri, Rajat Chauhan and Gaurav Kapoor at our business parks creating laughter filled evenings and a memorable experience, fostering unity in our community. The events captivated over 4,000 attendees, including corporate park employees, IPCs, potential clients, CRE heads and investors.



Navratri Fiesta

We hosted a three-day Navratri Fiesta at five of our business parks, drawing over 12,000 participants daily. From lively dandiya dance and toran making workshops to nail art and tattoo sessions, it was a blend of tradition and creativity. Employees savoured culinary delights at the bustling food stalls and enjoyed lively DJ dandiya nights, where beats and laughter merged, creating unforgettable memories.



Community Engagement



Purkal Youth Development Society

Mindspace has extended its assistance to the Purkal Youth Development Society by providing comprehensive support to 25 Class II girls for the academic year.

United Way of Hyderabad

Mindspace extends financial support to the NGO United Way of Hyderabad for their sports fellowship program. We provide scholarships to 45 underprivileged students across India, for undergraduate STEM courses. We are also setting up digital classrooms and supporting 55 Anganwadis in Mulugu District. Our efforts also extend to contributing to the nutrition and training of 6 para-athletes.



Bharosa Center

Mindspace has played an active role in building a centre for women and children in distress. Called Bharosa Center at Hyderabad, Mindspace has created infrastructure which will be used as a space for providing counsel and assistance for women and children affected by violence.



Parkinsons Disease and Movement Disorder Society

We provide support to the Parkinson's Disease and Movement Disorder Society with an aim to address the unique challenges faced by PwPs and their caregivers.



Ongoing desilting in drought prone Murbad and Sambhaji Nagar, Maharashtra, with the aim of enhancing monsoon water retention and groundwater.

Indivish Welfare Foundation

Mindspace, through a collaboration with Indivish Welfare Foundation, successfully completed the desilting of 35 lakes in the rural, drought-prone areas of Maharashtra.

Animal Welfare

Extending our community impact to animals, we offer our support to the People for Animals Public Policy Foundation (PFA-PPF), a trust dedicated to animal welfare and protection. Over the year, they hosted over 18 workshops across India, sensitizing more than 1,000 participants including law enforcement, administrative and veterinary officers, law students, and other stakeholders about animal welfare laws and their implementation.

