

PAHARPUR BUSINESS CENTRE & SOFTWARE TECHNOLOGY INCUBATOR PARK

COMMUNICATION ON PROGRESS(COP)



Our Office – A Green & Clean Business Centre

21, NEHRU PLACE GREENS, NEW DELHI - 110 019. INDIA

T: +91-(0)-11-26207171
F: +91-(0)-11-26207575
E: qualitylife@pbcnet.com

**We can make the difference & fight Global Warming
&
We have the will to do so !!**

www.pbcnet.com

A Good Environment ultimately leads to Sustainable Development...

From the CEO & Director's Desk:



It gives me immense pleasure to write a foreword for our third Corporate Sustainability Report that talks about our various environmental, social & economical achievements & initiatives taken during this period starting from July 2005.

This report too has been aligned to the guidelines of the Global Reporting Initiative (GRI) on Sustainability Reporting. We are also actively involved in its further development & the same will be reflected in our future reports.

We are happy to note that PBC™ - STIP has become a GRI Organizational Stakeholder (OS) that will further enable us to contribute in the growth & improvement of Sustainability Reporting.

While PBC™ - STIP has played a pioneering role in revolutionizing the office facilities concept, its many environmental practices & endeavours have received widespread appreciation and recognition from various quarters.

This report provides an insight on our progress and initiatives taken to contribute to our organization's sustainable development – how we have managed our social & environmental issues without compromising on our core values such as care for the Environment, Occupational Safety, Equality & Quality.

Over the years we have been able to blend our business objectives very effectively with our corporate citizenship concepts and have successfully managed to internalize these concepts with our day-to-day business processes.

For us Corporate Sustainability does not mean cutting out cheques for charity, on the contrary it means internalizing the basic tenets of corporate governance in our day-to-day Business Activities. And above all it is “Good Business” for us as we believe that “Green” is “Green”.

We are determined to do our business in an ethical manner and have come to the conclusion that ethics and transparency is “ Good Business”.

We are committed to the principals of the United Nation's Programme on Global Compact, especially to article 8 that addresses Environment. This becomes very relevant, specially now, when the entire world is trying to come to terms with the impacts of Global Warming & increased CO2 emissions.

We also follow the triple bottom line evaluation & reporting of our business: Environmental Integrity, Social Equality & Economic Viability without compromising on the quality of life at PBC™ - STIP.

We have managed to successfully demonstrate to others that even small & medium size Enterprises (SME) can develop & prosper without compromising the ability of future generations to meet their own needs.

Care for the environment is inherent to our business culture & is the single most important core value that we recognize.

Our stakeholder engagement rests on the above mentioned core value and based on this we have interacted with the various Government agencies in not only improving and caring for the environment but also contributing positively by way of offering innovative and practical ideas and submitting feasibility reports in replicating our model elsewhere.

In fact PBC™ - STIP has most actively participated in the various programmes organized by the Delhi Government in making Delhi – A City of Excellence by 2010.

We have been rather fortunate to have received widespread support to the various suggestions & reforms that we have recommended to the Delhi Government in the power sector to improve the deteriorating power condition in the city of Delhi & cleansing of the River Yamuna.

Some of the recommendations are as under:

- Changing all GLS bulbs to energy efficient CFL bulbs as electricity saved is electricity generated.
- Change of Copper chokes with electronic chokes and old 36/40 W Tubelights with the new generation tube lights
- Introduction of zero VAT and Excise Duty on CFLs.
- Widely advertise about this to the citizens of Delhi.
- Issue notification for sale of only labeled energy efficient electrical and electronic products in the city of Delhi.

PBC™-STIP has also achieved highly satisfactory financial results for its shareholders and demonstrating a high degree of compliance with its business strategy & law of the Land.

Businesses were restructured and processes put in place to take optimum advantage of the human resource available to the organization.

We are in exciting times ahead as PBC™ - STIP is promoting a new venture in a certified Special Economic Zone (SEZ) for IT / ITES companies. This will be the first fully integrated IT Park in the Delhi National Capital Region – Faridabad, providing a new opportunity for doing Business with & in India.

This will have a built up area of 153,000 square meters & will be ready for occupation by January 2010.

We plan to make this as one of the most energy efficient buildings in the world and also US Green Building Council “LEED” certified Platinum rated Green Building.

We have also stepped up our activities in the area of health and occupational risk prevention and launched a number of initiatives to promote the professional development of its team members and to take their opinions and expectations into account.

Sensitization Programmes on HIV/AIDS were organized & we also pitched in with the Government Agencies in joint campaigns to create awareness on HIV / AIDS. We also have a policy in place to show our commitment to this dreaded disease & have a process to address it in a corporate scenario.

To conclude – we look back with a great sense of achievement and satisfaction and look forward to an era of overall growth that is clearly attuned and unquestionably linked to our mission, vision and core values that the company has publicly assumed.

We are a young organization with a zest for learning and firmly believe that to learn is to move ahead and progress.

We do look forward to feedback and suggestions on our report and various initiatives.

Kamal Meattle

CEO & Director

The PBC™ - STIP Service Portfolio

Paharpur Business Centre & Software Technology Incubator Park (PBC™-STIP) located in one of the biggest commercial hubs of South Delhi – Nehru Place Greens is a state – of-the-art, environmentally friendly “one-stop” shop for MNCs setting up operations in New Delhi.

PBC™-STIP, with an individual turnover of Rs.119.85 million / equivalent USD 2.66 million, is an SME in the service sector.

PBC provides furnished office space on a “Plug n Play” basis along with its suite of 28 Support services in the Greater Delhi area.

Our Services include:

1. BeAssured™ - Security Services
2. BusinessPoint™
3. Cuisineart™ - Food and Beverages
4. Café Einstein™ - A restaurant
5. CleanAir™ - Indoor Air Quality Services
6. ClearvVoice™
7. Deutsches Haus
8. e-car - Rent-a-cab
9. FinTax™ - Financial and Legal Services
10. GreenGrocer™
11. HappiGreens™
12. IndianSpider.com™ - Internet Services
13. Implement™ - Engineering and Safety Services
14. LegalSpider.com™
15. MyBusinessValet™
16. MyConference™
17. MyInterview™
18. MyOffice™
19. MicroManage™ - Property Management Systems
20. MyTraining™
21. OfficeSupply™
22. OutReach™
23. PBC-PR
24. PBC Art Gallery
25. QualityLife™
26. Relocate™
27. SpringClean™
28. TravelSpider™

Associate Services

29. Moduleone.com
30. Alltimejobs.com

Our Mission, Vision and Policies

OUR MISSION

To be the preferred supplier of support services to corporate

VISION

- Winning, being the best in business
- Commitment to the highest level of customer and stakeholder satisfaction
- Friendly service and excellent value
- Honesty and absolute integrity – quality business ethics
- Sensitive to the care for our environment and social responsibility
- Respecting and encouraging each individual's ability, creativity, entrepreneurship, initiative, opportunity, responsibility and fostering continuous self-improvement
- Work hard yet keep it fun

Quality Policy

This policy underlines the commitment of the management and employees towards achieving quality in service by providing services and facilities that consistently meet and exceed customer expectation. To have a motivated and committed team by sustaining a working environment where each employee will be encouraged to excel.

Environmental Policy

We, at PBC™-STIP, Nehru Place, whose Quality Management Systems are ISO 9001 :2000 certified, provide business centre facilities comprising fully furnished, serviced and maintained offices along with a wide range of business services including communications, secretarial, conferencing, travel and florist. We are committed to perform our business and related activities in a manner so as to achieve continual improvement in environmental performance. In doing so, we strive towards:

- Encouraging recycling or reuse of office waste
- Conserving energy and water through better management
- Minimizing use of non-biodegradable in Food and Beverage department
- Providing indoor air quality conforming to specified ASHRAE standards

In keeping with our commitment to prevent pollution, PBCTM-STIP shall recognize the three 'R's, Reduce, Reuse and Recycle. We are committed to compliance with applicable environmental legislation and regulations.

Social Policy

We at Paharpur Business Centre & Software Technology Incubator Park are committed to perform our business and related activities in a socially responsible manner, so as to achieve continual improvement responsive to the needs of the organization. We believe in the triple bottom line evaluation method in delivering performance

- Profit
- Care for the environment

➤ Social accountability

We believe that “it can be good business” to care for one of our stakeholders viz. the society and people around us. It enables us to employ and retain great employees. We recognize that people are the core of the organization and we are committed to pursue practices that ensure welfare and growth of our people.

We shall strive to create awareness amongst our customers and subcontractors on social issues related to our business area. In doing so we shall comply with the applicable national legislation and regulations and respect international conventions. We will implement this policy by setting and reviewing the procedures, standing instructions and programs.

Occupational Health & Safety Policy

PBC™-STIP is committed to provide a safe and healthy working environment. In doing so we strive towards:

Commitment to compliance with applicable legislation and regulations.

We will implement the safety policy by setting and reviewing objectives and targets periodically to control and minimize risks due to occupational health and safety hazards. This policy shall be documented and training imparted to employees for effective implementation. We shall strive to create awareness among our customers and sub-contractors for better performance.

HACCP

We at PBC™-STIP are committed to provide fresh, safe & healthy food to our customers. In doing so we strive towards:

- Ensuring all raw materials is purchased under controlled conditions and from best possible supplier or source.
- Meeting the specific needs and exceeding expectations of our customers by followed the application food safety norms and at the same time providing delicious and nutritious food.
- Maintaining good hygiene practice.
- Ensuring compliance to all applicable regulations and legislations.
- Creating awareness among our staff, customers and suppliers about food safety.

It will be our constant endeavor to take regular feedback from our clients to ensure improved performance and continual improvement.

Environmental Initiatives

Indoor Air Quality - Our USP

The Indoor Air Quality of PBC™-STIP meets the specified **ASHRAE (American Society for Heating Refrigeration and Air conditioning Engineers)** Standards. A full fledged Indoor Air Quality division equipped with Indoor Air Quality lab has been set up to continuously monitor and improve the indoor air quality.

It ensures:

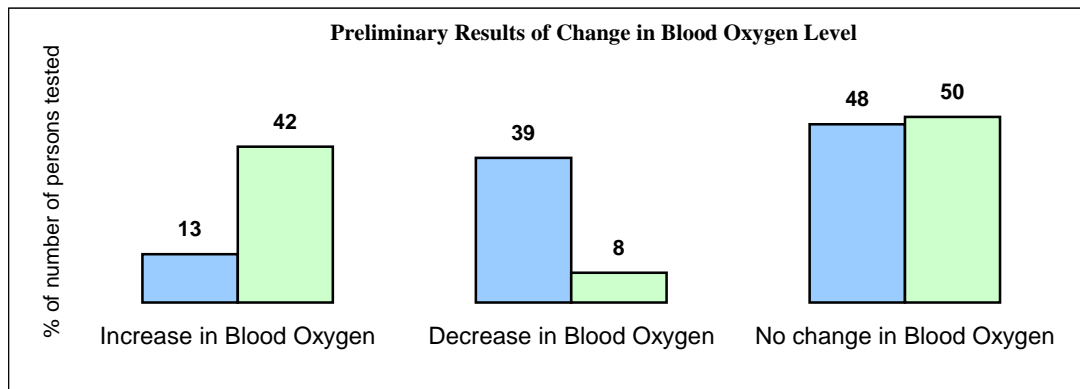
Increased fresh air supply to 20 cfm per person (The building is designed to accommodate 400 people at a time).

Low CO₂ levels that result in higher blood oxygen and higher productivity. A natural system of air purification through plants has been evolved and our Business Centre is a No - Smoking building. This is done through a very scientific system: Air from a height of 120 ft is sucked in, passed through a water shower to free it from any water soluble particles, this is then pumped into a chamber which has more than 1000 plants that enrich it with oxygen and increase its humidity. The oxygenated air is then fed into the AC plant for cooling. Then it is provided to all the floors thru individual AHUs. (Air Handling Units).

The AC plant has been so designed that it does not reuse the air but takes in fresh air every time. To save the energy, an energy wheel is in place that exchanges heat. It reduces the temperature of the incoming air. A chemical cartridge has also been installed in the Heat Recovery Wheel to reduce the poisonous gases like SO₂, as a result of this SO₂ has been completely reduced to below detectable limits (BDL) and there has been partial reduction in NO₂ & SPM levels.

Benefits of Practicing IAQ

A preliminary study shows an increase of average 1% in the blood oxygen levels in a seven-hour period, of a sample of people working in the premises i.e. during the working day



Note : A Study was carried out on a sample of people within the PBC™ – STIP building and another Air-Conditioned building adjoining PBC™-STIP in the neighborhood (without IAQ)

Blue : In Adjoining Air – Conditioned building.

PBC™-STIP(Green) : Paharpur Business Centre and Software Technology Incubator Park

It is clearly evident that if you spend 7-8 hrs in our building there is a 42% possibility of 1% increase in your blood oxygen levels compared with another building in the vicinity, where IAQ is not practiced.

We post our daily readings on our website: www.pbcnet.com, please log on for the day's reading both Ambient & in PBC™-STIP.

PBC™-STIP offers for those who work in the building, near mountain fresh air, in the heart of New Delhi - which improves productivity, as a person does not get tired and feels fresh, thus leading to good health.

*A Natural Way Of Purification.....
.....By Using Green Plants*

Areca Palm

- Produces Oxygen During the day
- Removes Chemical Toxins
- Easy to Maintain.



Sensevieria Trifasciata

- Produces Oxygen at Night
- Removes Chemical Toxins
- Easy to Maintain



PBC™-STIP Art Gallery

PBC™-STIP is also committed to supporting our rich Indian Heritage, Art and Culture. It has in its complex an Art Gallery, which offers a free platform to contemporary artists to show case their work of art. We believe in 'Art for a Cause' & therefore PBC's share of the proceeds from the sale of works of art is invested in the development of the local environment.

By doing this PBC™-STIP promotes art and culture and makes further contribution to the development of local development projects and environmental activities. On March 25th 2007, an art exhibition was held at our CEO's place exhibiting paintings of Ms. Ganga Somany and photographs of renowned Industrialist - Mr. Basant Kumar Birla. The funds raised through the auction were given for charity purposes. (Refer Press Coverage for highlights of this show)

Energy Conservation Initiatives

- Installation of Heat Recovery Wheels
- Installation of Air Washer
- Use of Compact Fluorescent Light, Next Generation Tube light and Electronic Chokes. 60 W bulb, replaced with a 15 W CFL gives the same light, and offers the following savings (table in next slide). The higher cost of CFL is paid back within 6-7 months

Savings from using CFL's in place of GLS bulbs

Parameter	60W Bulb	16W CFL	Savings
Cost in Rs.	10	75	-----
Wattage()	60	16	44
Life(hours)	1,000	8,000	-----
Annual Consumption Units	108	28	80
Annual running cost @ Rs.4.5 per unit	486	126	360
Total cost over	1,944	504	1,440

- Motion Sensor
- Installation of Green Mesh and Drip Irrigation
- Solar Films

- Separate DG Sets are installed as per load requirement to save on energy and or optimizing the use of DG sets.
- High Efficiency Super Diesel is used for all GD sets to reduce pollution.
- Stack height has been increased for the DG set emissions as government norms.
- Mist Fans installed on rooftop to cool down the roof. This helps in bringing down the temperature by 4-6 degrees Celsius and saves energy consumed for cooling.
- The company also chills water at night to use for cooling during the day.
- All windows have been made airtight by installing rubber grips, double layered reflective glass and UV banning films, insulation of roof, green meshes and climbers in balconies. The temperature difference between the balcony and the inside of the room is as much as 3-5 degree Celsius.
- Power consumption is monitored and units recorded at strategic points for analysis.
- Good Quality stabilizers are used and a power factor of 0.99 is maintained.

Water Conservation Initiatives

- Using of Soap Free Water for Gardening
- Rainwater Harvesting: PBC™-STIP collects the rain water from the roof and through pipes it goes to an underground tank where we filter the collected water and recharges it back into the ground. This technology has been provided by: Centre For Science And Environment, New Delhi. The effective water saving at normal rainfall at PBC™-STIP is 183,000 liters per annum.
- The surface water from the surrounding areas is diverted to a well in the NPG park from where the ground water is recharged
- Sensor taps
- Installation of Dish Washers
- Drip irrigation
- Installation of waterless urinals.

Water Monitoring: As we firmly believe that whatever gets measured gets done!!

- We on a regular basis monitor and record the water consumption at our dishwashing area in order to control any kind of water wastage.
- Water monitoring is also done at all the major water consumption point and compared on a monthly basis.
- Use of dual flush Toilets

234,000 litres of water is thus saved at PBC™-STIP

Solid Waste Management

At PBC™- STIP, in order to save paper we also promote the use of internal mail system to communicate amongst the Team Members. Paper is also recycled. Garbage is segregated at source. Organic waste is used for composting & mineral water bottles are recycled.

Paper Saving: Paper Reuse

Last year 116.2 kg single side used sheets were collected out of which 116.1 kg sheets were reused. As a result we were able to save the use of approximately 116.1 kg fresh sheets.

Similarly, from January till March 2007 we were able to collect 29.1 kg of single sided used paper and after the process of reusing those sheet we were able to save approximately 28.8 kg of fresh paper.

Empty Plastic Bottles

Empty mineral water bottles are reused by our sister concern in the export of rose water. We do not discard / sell used water bottles.

Vermi-compost :

Waste is segregated at the point of its generation itself. Organic waste management is done through Vermi-culture.

Composting is a mix of the art of the gardener, the science of horticulture, and the discipline of waste engineering.

At PBC™-STIP we convert food waste into organic natural manure through vermiculture with the help of worms. This waste is like a value-added product that improves our environment. 17MT Dry Vermicompost was converted from 20 MT of wet food waste

It's prepared by using sand, cow dung, food waste, Eisenia foetida (manure worm) or Lumbricus rubellus (red marsh worm)

The Manure produced is natural manure, rich in microbes, humus & plant. We use it for all our indoor & outdoor plants.

Inorganic waste like paper, aluminum foils, plastic bottles, papers are recycled. Recycling of non-biodegradable garbage.

Social Accountability at PBC™-STIP

The SA 8000:2001 certification cements PBC's commitment to social accountability.

Through this PBC reinforces its commitment to fair wages, not to engage or support child labor, forced labor, nor engage in or support discrimination.

A fair and open channel of communication is maintained for all personnel at the work place. PBC works with its suppliers to create awareness on the requirements of the standard.

PBC™ - STIP provides a clean, safe and healthy environment. Emphasis is placed on work environment parameters like air conditioning, Indoor Air Quality, lighting levels and drinking water.

There have been **no** accidents or injuries at the Business center since it's inception. However, this in no way makes us complacent & it is our constant endeavour to make PBC a safe, healthy & comfortable place for its occupants.

PBC allocates 28 training days in a year for training and development activities of its employees. Each department and service is taken as an independent Profit Centre, this truly helps in developing a spirit of entrepreneurship in the team.

Our CEO / Director has taken up various social and environmental issues creating public awareness as well as advocating policy change.

The CEO in his personal capacity had taken up the cause for reduction in the benzene content in the petrol being used in the city of Delhi. Public awareness was built through media, Government and intellectuals regarding the 5% Benzene in petrol and resultant up to 8000ppm of Benzene in Delhi's Air causing a risk of around 1% for leukemia in the population of Delhi. Submission was made to the Hon'ble Supreme Court and the Court ordered reduction of benzene content in petrol to 1%; and that has been implemented by the Government of India reducing benzene levels in the air.

The CEO founded "Save The Tree Organization" with a purpose of stopping felling of coniferous trees in the Himalayan region of Himachal Pradesh and Jammu and Kashmir with a special focus on converting the packaging material for apples produced in these states from wooden cases to paper corrugated cartons with pulp trays. This has been implemented since then and the Government of Himachal Pradesh set up a plant to produce telescopic high compression strength paper boxes for tray packed apples. Work was done with children in school to make them aware of the benefits of planting and looking after trees.

More recently he has taken up several issues - the issue of air pollution in Delhi, which persists due to the adulteration of petrol: MTBE a carcinogen additive to petrol, checking of Catalytic Converters at prescribed intervals, a change in the specifications of the petrol so that adulteration becomes more difficult, the use of condenser unit at petrol pumps to avoid air pollution due to evaporation of petrol, supply of unfiltered and unprocessed water from the river Yamuna to the city of Delhi as a low cost solution to reduce the

consumption of filtered water and make the supplies available for essential purposes like drinking water.

PBC™ - STIP also organized various training & awareness programmes based on Energy Efficiency for our team members, in which we created awareness & promoted the use of CFL Energy Efficient Lighting Options. We encouraged our Team Members, including our crewmembers to use these at home and also provided soft loans to them to replace at least two GLS lamps with 2 CFL lamps. Subsequently we also took an undertaking from each employee on replacement of GLS bulbs with CFL bulbs at their homes.

We celebrate “Earth day” & “World Environment Day” every year wherein we organize programmes related to awareness on environmental aspects.

In the year 2006 we invited Phillips to set up a sale counter / stall to create awareness on Energy Efficient Lighting Solutions at our Business Center.

We also invited School children to sensitize them to the various issues relating to Environment & how each individual can take small steps to save our planet – “Earth” from the imminent dangers of Global warming. As we feel that care for the environment has to be nurtured & taught to each child from the very beginning in order to create responsible corporate citizens for the future.

PBC™ - STIP is committed to adhere to the statutory requirements to eliminate social evils.

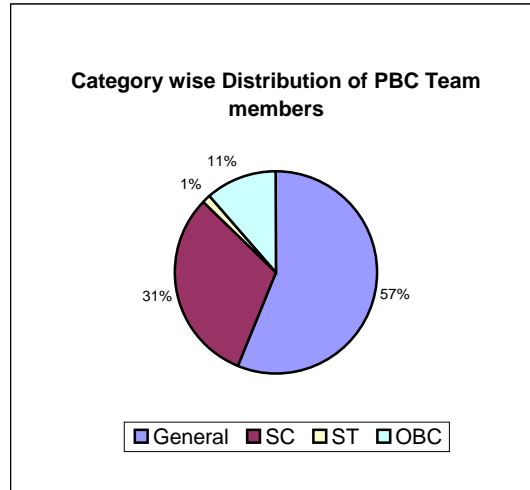
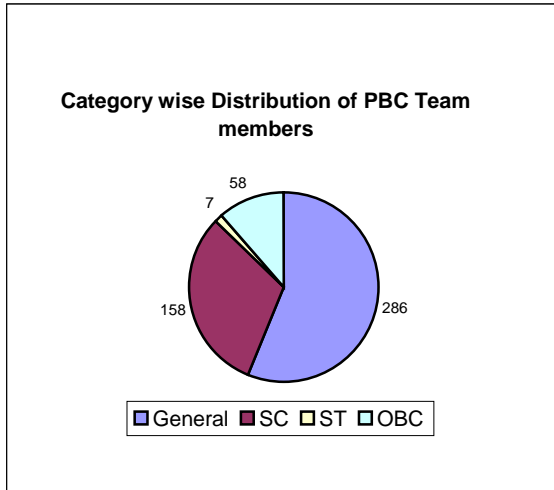
We have taken several steps to ensure equal opportunities to all.

Our goal is not only to adhere but exceed conformance to the law & with this intent we have gone all out to include our important stakeholders i.e. Customers, subcontractors etc in our various training & awareness campaigns.

We at PBC do not believe in any kind of discrimination due to caste, creed or religion.

It is evident from the chart given below that Schedule caste & tribes constitute almost 43% & we hire people based on competencies & not caste etc.

Category	No. of Team members	Percentage wise
General	286	57.00%
SC	158	31.00%
ST	7	1.00%
OBC	58	11.00%
Total	509	



The above table clearly indicates that there is no caste discrimination within PBC™-STIP employees.

Social spending by PBC – STIP, excluding staff welfare expenses, has been 1.1% of the total turnover of the Company.

Customer Satisfaction Survey

We are very sensitive to one of our most important stakeholders i.e. – Customers & Clients. And it has been our constant endeavour to interact, listen & meet them on a regular basis.

In fact we have a dedicated department by the name of Property Management Services & our Team Members make it a point to formally meet all the clients atleast once in 15 days.

The contents of such meetings are recorded & a monthly report is sent to our CEO for his review.

In pursuant of this policy we at PBC™ - STIP conduct annual Customer Surveys to ensure that we not only meet their expectations but exceed them.

During this survey the clients were also requested to recommend the Name of our Team Member whom they thought gave them the best of services & who deserves recognition.

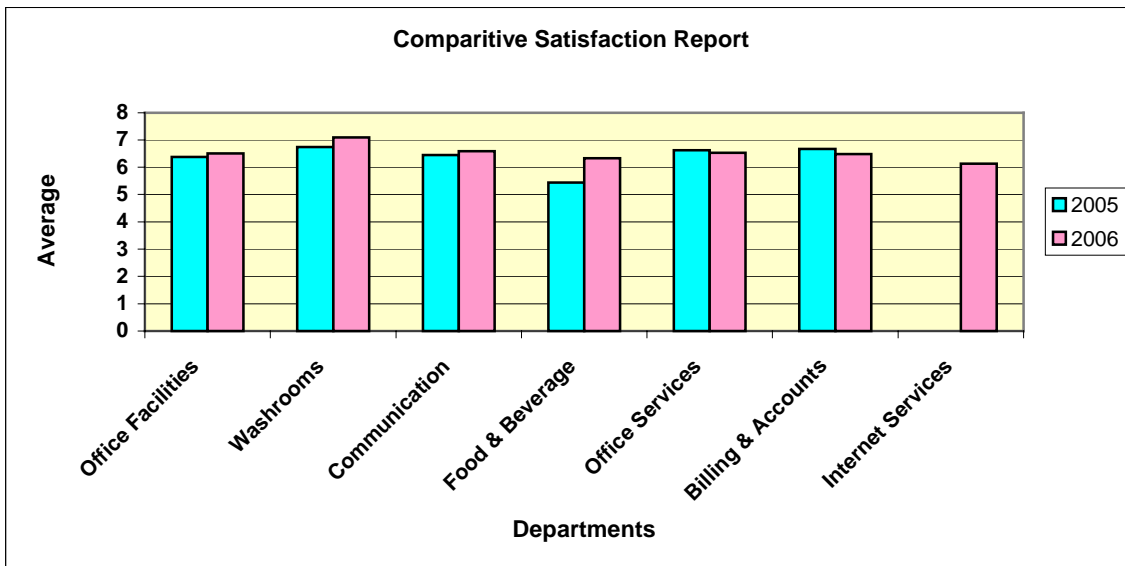
Overall Customer Satisfaction Level achieved in the year 2006 is 72%, which is 1% higher than the Previous Year (71%).

Summary:

Clients were asked to rate service used in the Business Centre along with Office Facilities.

Conclusion & Results:

Dept.	Year 2005-2006		Year 2006-2007		Difference in Average & Percentage	
	Average	Percentage	Average	Percentage		
Office Facilities	6.37	71%	6.50	72%	+ .13	+1%
Washrooms	6.75	75%	7.10	79%	+ .35	+4%
Communication	6.44	72%	6.59	73%	+ .15	+1%
Food & Beverage	5.43	60%	6.32	70%	+ .89	+10%
Office Services	6.63	74%	6.53	73%	- .10	-1%
Billing & Accounts	6.68	74%	6.48	72%	- .20	-2%
Internet Services	-	-	6.13	68%	-	-
<u>Total</u>	38.31	71%	45.65	72%		



STAKEHOLDER ENGAGEMENTS

PBC™-STIP -STIP is a Sustainable organization that designs, manages and improves processes in order to fully satisfy and generate ever-increasing value for all the stakeholders – especially Customers, Employees, its shareholders & society at large

Processes mean, in such of those approaches that internalizes the concern of the society, environment and economy and the way products and services are designed, delivered that maximizes stakeholder satisfaction over the entire life cycle.

We are also coordinating & liasoning with the local authorities like Delhi Development Authority, Local Police, Traffic Police etc ensuring effective measures like Regulated & Organized Traffic Movement, Proper Traffic Signals in place, Energised Street Lamps, cleaning & maintenance of the NPG Parks, helping the authorities in tackling the menace of hawkers & beggars in the area etc. to ensure that Nehru Place Greens remains a safe & secure place for all office-goers, especially the lady office goers. We also interact with the authorities to keep the area “Clean & Green”.

Under a partnering programme with the Delhi Traffic Police we have given them three dedicated manpower as Traffic wardens to regulate traffic movement in Nehru Place Greens area, in the absence of the traffic police personnel. Our Wardens are authorized to cut “Challan” (Fines) on the erring vehicles & we contribute a sizeable amount of money as fines to the Delhi Traffic Police Coffers.

We have also provided them with a dedicated air- cooled cabin that is installed with cameras & public address system in order to effectively monitor the unruly traffic in the area

FINANCIAL AND ECONOMIC PERFORMANCE

PBC™- STIP is a closely held company and therefore it is not required to publish its financial results, as per the applicable statutory laws. However we comply with the accounting standards issued by ICAI and other statutory requirements

Key Factors in Financial & Economic performance:

As already stated we believe in conducting our business in a transparent manner and this gets manifested in our budgeting exercise. The strategic planning process, overall Business objectives of the organization and the organizational thrust areas are shared with the employees.

The Financial Audit results are shared with the team members on a monthly basis. Apart from the statutory external auditing of our financials by a reputed CA firm, we have internal on line auditing taking place on a day to day basis that checks & verifies our processes in an unbiased manner and also reviews the shortcomings if any in the departmental procedures.

This is done in order to promote long term ethical thinking and management accountability for organization's actions is linked to the fiscal integrity of the organization and therefore addressed by the financial audits.

Their reports are also shared with the departments and adequate actions are taken based on discussions with the concerned GM/HOD / CEO as & when required. There is a committee that runs the day-to-day operations to decentralize. The committee consists of the General Managers – Operations, Marketing, Finance, Head - HRD and the legal consultant and if required head of department or DGM.

The committee and the concerned HOD discuss the results of the monthly fiscal results. Therefore in tracking the results on a monthly basis we ensure that no department misses the bus and in case any reviews are required to be done the necessary action is taken much in advance. The report is then submitted to the CEO for final discussions.

Reputed CA firm does the statutory external auditing of our financials. Apart from this we also have internal audits taking place on an on-line basis that checks & validates our processes & financials in an unbiased manner. And also accords advice in restructuring or reorganizing businesses.

This is done in order to promote long term ethical thinking & working within the organization.

This also reflects the Management Accountability for organization's actions, this in turn is directly linked to the fiscal integrity of the organization and therefore addressed by the financial audits.

The company measures its performance in terms of Net Profit after tax as it is operating in Service Sector. The company has achieved a growth rate of 141% in the Net Profits and 41% in Turnover in FY 2005-06 as compared to the FY 2004-05 after a lean period of about 3 years due to various global and political reasons.

The Net Profit after tax chart and Turnover chart of the company are being shown in Figure –1 & 2 respectively.

Figure – 1

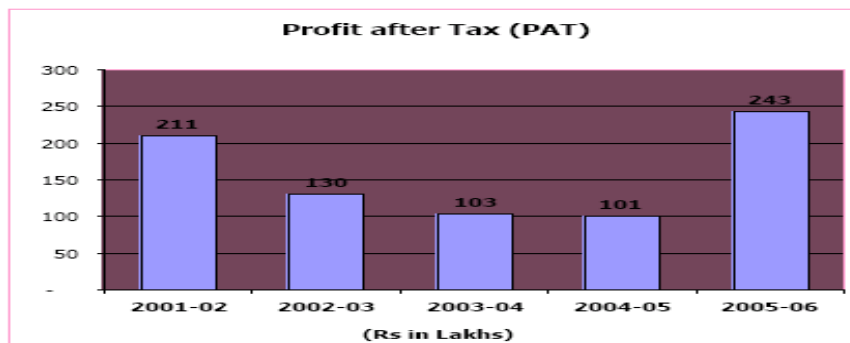
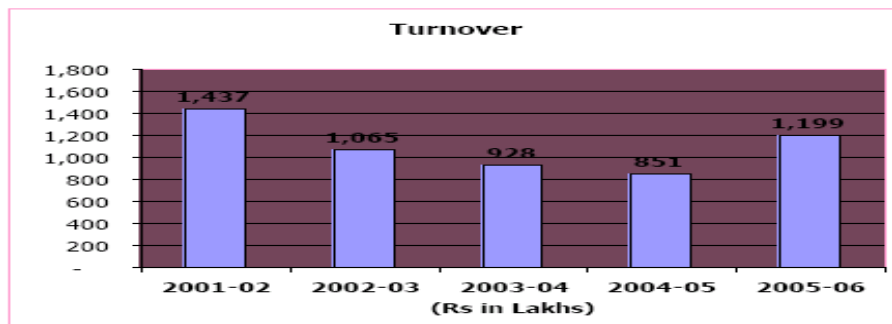


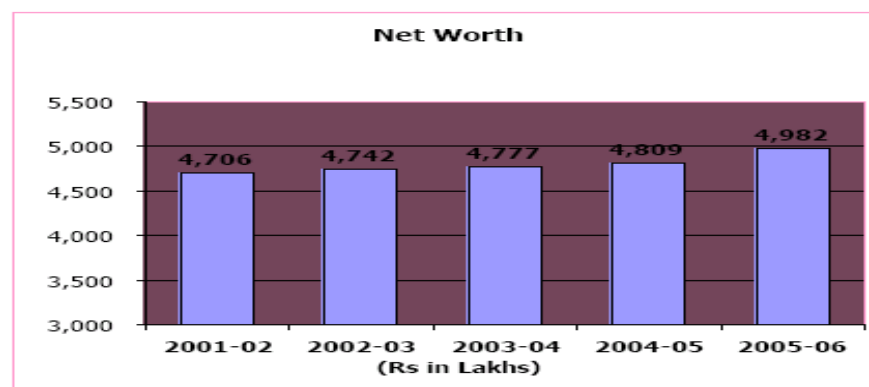
Figure – 2



The company has shown improvement in Net Worth over time. The company has consistently increased its net worth in previous few years.

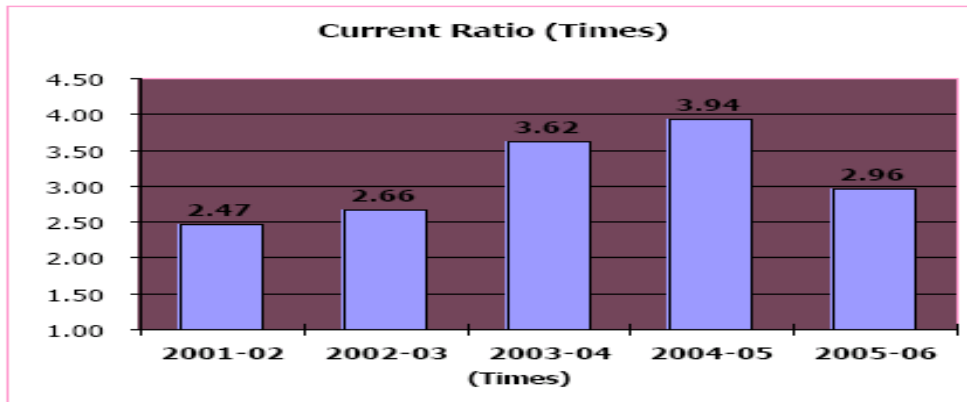
The Net Worth chart of the company is being shown in Figure –3.

Figure – 3



The Current Ratio measures company's ability to meet current liabilities with current assets. The company is having a strong current ratio ranging about 3 times. The Current Ratio chart of the company is being shown in Figure –4

Figure - 4



The company is a debt free company and has not taken any loan ever.

PBC Ventures Limited

Growth since commencement of business centre

	Year ended	Year ended	% Change
	31.03.1991	31.03.2006	
	(Rs in Lakhs)	(Rs in Lakhs)	
Paid up Share Capital	4.05	8.09	99.75
Reserves & Surplus	28.74	4,974.17	17,207.48
Total Net Worth	32.79	4,982.26	15,094.45
Income from Business Centre	33.40	1,092.84	3,171.97
Other Income	4.30	105.71	2,358.37
Total Income	37.70	1,198.55	3,079.17

Quality Par Excellence

International Certifications & Management Systems in Place

PBC™ -STIP is perhaps the only Business Centre in India with five international Certifications as under:

- ISO 9001:2000 for Quality Management System
- ISO 14001:2004 for Environment Management System
- SA 8000:2001 for Social Accountability
- OSHAS 18001:1999 for Occupational Health and Safety
- HACCP: 2000 For Food Safety

Awards & Accolades

1. GreenTech Award for Environmental Performance & innovative initiatives in the field of Environment.
2. Received Ethics is good Business award in December 2005 from *H.E. Dr. A. P. J. Abdul Kalam*, Hon'ble President of India.
3. Received Certificate of Merit from IMC Ramakrishna Bajaj National Quality Award 2006 in the Small Business Category.
4. Received the coveted Golden Peacock Award 2007 for Environment Management, instituted by the World Environment Foundation.



President of India presenting the "Ethics Is Good Business" award to Our CEO / Director Mr. Kamal Meattle at the PHDCCI Centenary Celebrations on Dec 21, 2005

PBC™ - STIP IN NEWS

Our various initiatives are also spotlighted in press releases, highlighting our commitment towards Environment and Corporate Sustainability Principles.

- Attached below is an article that has been featured in the Technology Review - an MIT Enterprise, USA, that sums up how the organization is driven from the top & no matter what, we will continue to work in the field of Environment

Friday, September 08, 2006

The Mad Hatter of Nehru Place Greens

Indian environmentalist Kamal Meattle, SM '67, takes his beliefs to work.

By Gigi Marino

Kamal Meattle, SM '67 (Credit:
Gigi Marino)

When doctors told Kamal Meattle, SM '67, that the air in New Delhi was killing him, he was not persuaded to leave his lifelong home. Pollution in Delhi is reported to contribute to the deaths of 10,000 people each year, but Meattle was determined that he would not become a statistic. He set out to create his own healthy climate--and prove his doctors wrong. Ten years later, Meattle runs an office hotel for dozens of clients, and its air is among the purest on the planet.

Meattle (rhymes with "beetle") is the CEO and director of Paharpur Business Centre and Software Technology Incubator Park, which provides everything a business needs to set up shop, including Internet connections and cleaning and dining services, as well as one of New Delhi's most sophisticated air-filtering systems outside the operating theater of the Ganga Ram Hospital. It's just one of several businesses that Meattle owns, but the one that receives the most attention--from him and from the media. The Paharpur Business Centre and Meattle's work as an environmentalist have been detailed in such publications as the *Economist* and India's *Financial Express*. The picture that emerges is of a man so dedicated to conservation, environmentalism, and recycling that he takes his beliefs into the workplace.

At Meattle's office hotel, the air is purified by air scrubbers, high-efficiency particulate air filters, and ionizers and then oxygenated by carefully tended, toxin-absorbing plants. Everything that can be recycled is, and energy conservation programs are detailed down to room temperature and light-bulb specs. Meattle believes that the building he has created can serve as a model not only for the city of New Delhi but for the world at large. He has spent a great deal of time in India and abroad convincing corporate leaders, diplomats, energy ministers, and other government officials that his ideas about sustainability, individual responsibility, and respect for the environment can ensure a healthier future for everyone.

"Either you are overwhelmed by the fact that there are so many problems and so many people,"

says Meattle, "or you find solutions to help in any way you can."

The ways that Meattle has found include offering a financial incentive to all his 550 employees to use energy-saving condensed-fluorescent-lamp light bulbs. He also found housing for 118 homeless families who were illegally squatting in a lot next to Paharpur, cleaned up more than 100 truckloads of garbage that littered the area, and turned the lot into Nehru Place Greens by planting 2,000 trees on it. Food scraps from the office hotel are composted so they can fertilize the trees next door. Not everyone is happy about Meattle's environmental activism. He says that his life was threatened as a result of one of his antipollution campaigns. However, he has no qualms about filing public-interest litigation or directly confronting those he believes are part of the environmental problem. In the late 1990s, he learned that benzene was being used in India as a fuel additive. Meattle says that benzene exposure greatly increases the chances of getting leukemia; he is especially concerned about traffic police, who are constantly exposed to exhaust fumes. "I told an oil company executive that he was going to hell for poisoning people," he says. (Since then, and with the urging of others like Meattle, India has begun reducing the percentage of benzene in gasoline.)

Such harsh tactics seem surprising in a man who exudes serenity. Even when impassioned, Meattle doesn't raise his voice. But he still manages to make himself heard.

Although he's a member of India's upper class--he was school chums with Rajiv Gandhi and is on a first-name basis with several dignitaries--Meattle works in modest surroundings. His office is barely large enough for his desk and a small table. A man who decries American SUVs, he says that excess space is wasteful. But he is proud that every office in his office hotel has mesh screens on the windows and hanging plants outside on enclosed balconies, the combination of which, he says, lowers the building temperature by 2 °C and saves 2.4 million BTUs of air conditioning each day.

Meattle also has big plans for solar energy: he wants to use photovoltaic strips to provide power for his next office hotel, which is now on the drawing board. Slated to open in 2008, Haryana Technology Park will be a bigger, better Paharpur Business Centre, on the road to the Taj Mahal; it will employ all the latest green technologies. The goal, Meattle says, is to develop the world's most energy-efficient building, which fellow MIT alumnus Jasbir Sawhney, MArch '65, is designing.

Meattle's activism began humbly. In 1986 he formed the Save the Trees Organisation, hoping to stop trees from being cut down to make wooden apple boxes in the northern Indian state of Himachal Pradesh. "I learned that two acres of trees were being chopped to make boxes for every one acre of apples being harvested," he says. "There had to be a better way." With the panache of a marketing executive, he enlisted the help of schoolchildren and adapted apple-box designs from New Zealand manufacturers to come up with a sturdier, recyclable corrugated box made of recycled paper and fibers. Because it takes about a cubic foot of wood to make a single wooden box, Meattle estimates that approximately 100 million trees have been saved since 1986. He adds that the corrugated boxes have worked so well for apples that they are now being used for mangoes, oranges, grapes, and cherries, too.

Meattle followed this effort with a campaign to reduce the pollution caused by scooters in Delhi. He surveyed more than 300,000 scooter operators and discovered that nearly all were using the wrong kind of engine oil; instead of using a two-stroke oil designed for lightweight engines like those in scooters, they were not only buying a heavier oil but using too much of it. They

erroneously believed "The more oil, the better," says Meattle. "We got them to change their attitude." One of his other businesses, a flexible-packaging company, makes recyclable pouches for packaging lubricating oils. But he filed one of two public-interest-litigation suits that led the Supreme Court of India to order oil companies to set up special pumps with a premix of oil and gas, which creates less pollution.

"I did this knowing it would hurt my own business," he says. "And eventually it did." With premix pumps in all the major cities in India, Meattle's company lost sales of at least 20 million pouches per month. "The joke with the other corporate leaders was that I was willing to cut off my own foot," he says. But because scooter operators switched to the premix, "we saved 229 tons of oil that year."

Meattle says his ideas have earned him a "mad hatter" reputation in New Delhi over the years. "The politicians could never believe that I didn't have a vested interest," he says. "But they're beginning to understand--slowly."

Even at MIT, Meattle was a man ahead of his time: he was one of a group of students and professors whose startup company--Select Systems, which he calls "one of the first dot coms"--attempted to develop a computer dating service. Meattle says that his MIT experience gave him the confidence to do things like present New Delhi's leaders with ideas about how one of the world's most polluted places can become a "city of excellence."

"I like to tell people that if I were dropped out of a plane naked anywhere, I would survive because of the things I learned at MIT," he says. "Before, I would have felt comfortable anywhere in India, but after MIT, I felt comfortable anywhere in the world."

- **Media Coverage of some of our Art Gallery Exhibitions conducted by PBC™ - STIP, exhibiting paintings and photographs widely since the funds are directed towards charity purposes & enhancing the local environment. The scanned copy of the articles is attached for reference.**



Today's Newspaper dated September 11, 2006

Photos: Rajjesh Kashyap



Reaping dreams: (from left) President of the ICCR, Dr. Karan Singh with industrialist Basant Kumar Birla and artist Ganga Somany



Helping hand: Renu Modi of Gallery Espace

Goodwill ambassadors

Honchos from the biz world join hands to put smiles on young faces through an art auction

Rewati Rau

All roads led to the house of Kamal and Anita Meattle on Sunday evening. The business couple played host to an auction including the artworks of two well known names in the business circuit.

So, if on the one hand were *Dreams on Canvas*, paintings by industrialist B M Birla's daughter Ganga Somany, on the other were *Landscapes*, autographed photographs by industrialist Basant Kumar Birla. The proceeds of the auction will be used for the benefit of underprivileged children.

The sprawling lawn of the Meattle residence was beautiful-

ly decorated and the hosts extended a cordial welcome to the guests.

Cigar baron Chetan Seth was called the most "generous man" of the evening by auctioneer Shereen Bhan as he purchased two of Somany's paintings. The guests were informed that many other works were sold in a silent online bidding.

Speaking on the occasion, B K Birla expressed surprise at the large turn-out. "I never expected such a huge gathering. I started photography when I was 20 year old. I would go out with my camera and stay out for three to four hours clicking different pictures. That hobby has of course been discontinued now, but there are fond memories."



Pearls of wisdom: (left) Manita Singhania of Anant Art Gallery

People behind the thought: (right) Hosts Kamal and Anita Meattle



Friends in passion : (above left) Neelam Pratap Rudy with designer Madhu Jain (right)

All in the family: (above) Dr Sarala Birla

Here for a cause: (left) Ganga Somany's daughter Malti Kanoria (left) with Madhushree Birla

Art matters: (right) Curator Shashi Somany, son of artist Ganga Somany

Legal eagle: (far right) Rajan Karanjawala



Artist's yatra to make capital green & clean

SAFIUDDIN KHAN | NEW DELHI

The PBC (Paharpur Business Centre) art gallery turned out to be a huge crowd puller for both the capital's who's who and art buffs recently.

The occasion was the presentation of paintings and sculptures titled "Yatra" by artist Naresh Kapuria. The proceeds of the show will be donated to support environmental initiatives taken by the PBC to make Delhi clean and green.

Inaugurated by Ramu Gandhi, a well-known philosopher, the exhibition was hosted by Kamal Meattle, CEO of PBC art gallery at his residence. The exhibition will continue from March 16-26.

Among those present included renowned artist Satish Gujral with wife Kiran, Monica Mehra of ICCR, artist Gopi Gajwani, French Ambassador Dominique Girard with wife and columnist Bhaichand Patel. Speaking on the occasion artist Naresh Kapuria said, "It's a great day for me and I am happy that my work has been appreciated."



STRIKE A POSE: Artist Planca Peralta (left) with mother Jaya



WHAT'S COOKING?: Columnist Bhaichand Patel with Monica Mehra of ICCR



(Left): Ramu Gandhi, who inaugurated the exhibition. (Below) A belly dancer who enlivened the evening with her performance



ENRAPTURED: Designer Madhu Jain (left) with a friend



PERFECT COUPLE: CEO of PBC Kamal Meattle with wife

Asian Age Newspaper dated 13th March, 2006

- **The interview given by our CEO & Director Mr. Kamal Meattle for Today's Economics on 20th June, 2006 is also enclosed. The interview highlighted the HR policies at PBC™-STIP.**

**INTERVIEW:
KAMAL MEATTLE,
CEO, PAHARPUR**

Human Resource: As a Business Partner

TE: To begin with, how important is an employee to your organization?

Kamal: PBC-STIP, perhaps is the only Business center in the world with five international quality certifications like ISO 9001:2000; ISO 14001:2004; OHSAS 18001:1999; SA 8000:2001 & HACCP: 2002. It is also committed to UN Global Compact.

Our organization is Social Accountability 8000 certified, which is an international quality standard for Excellence in HR practices. We continuously assess, train and reward the employees in order to motivate and retain good employees.

Mr. Kamal Meattle, on behalf of PBC™ -STIP was awarded the "Ethics is good Business" award in December 2005 from H.E. Dr. A. P. J. Abdul Kalam, Hon'ble President of India.

At PBC™ - STIP, we recruit manpower with positive attitude and the ones who have an open mind to face the challenges, for which we train them. We believe in formulating policies keeping in mind the interest of the employees as well as the other external factors, which helps in humanizing the Employee Management Relations

TE: Enumerate the general HR policies of your organization?

Kamal: At PBC we groom the employees as per the job requirement by enhancing their skills, which would also be beneficial for them in their future jobs as well.

We constantly work towards attaining our organizational goal by developing and inspiring the true potential of company's human capital.

Here, at PBC™ - STIP we provide professional growth opportunities, healthy working environment and enhancement of their skills from time to time.

We impart training every Saturday throughout the year i.e. 52 Saturdays, this includes the training imparted by our in-house HR experts as well as external professional trainers to develop professional skills and competence of our personnel in order to deal problems more effectively on a day-to-day basis. We also send our employees for various workshop and seminars organized by external bodies.

Regular trainings help us not only to increase the competency of our staff but also enhance their life style. We on a regular basis conduct climate surveys to analyze the employee satisfaction rate.

Apart from this we have also tie-ups with all major hospitals in the city for the regular health check up of our team members and their family.

TE: How often do you revise your HR policies?

Kamal: The HR policies at PBC™ -STIP are revised as and when the need arises.

We have an inbuilt system of continuously review

the existing policies and incase of any shortcomings arises, complete analysis of the requirement is done. A Post analysis report prepared for the management decision, which is later, communicated to the concerned authorities.

We have also placed a Suggestion box in which anybody can express their views and sug-



**Kamal Meattle
CEO, Paharpur
Business Centre**



NEWS RELEASE

GE brings ecomagination to India

Announces a first-of-its-kind partnership with Air India that will help the airline achieve its goal of becoming an environmentally sustainable airline

Signs MoU with Haryana Technology Park for a Green Building Project

Targets over US\$ 1 billion in revenues annually from ecomagination orders in India by 2010

NEW DELHI, February 20, 2007 - General Electric Company (GE) today announced the launch of the company's innovative ecomagination initiative in India -- designed to bring to market new technologies that will help customers address their most pressing environmental challenges such as the need for cleaner, more efficient sources of energy, reduced emissions and abundant sources of clean water.

The ecomagination initiative was launched in New Delhi by John Rice, GE Vice Chairman and President & CEO, GE Infrastructure and Lorraine Bolsinger, Vice President, Ecomagination in the presence of Mr. Kapil Sibal, Honourable Minister for Science and Technology, Government of India.

On the occasion, the company signed a MoU with Air India that will help the airline achieve its goal of becoming an environmentally sustainable airline, with sound environmental programs and practices. This first-of-its-kind partnership with Air-India will see GE delivering aircraft engines from its ecomagination portfolio including GE90-115B engines for the Boeing 777-300ERs and the GENx engines for the Boeing 787-800 aircraft ordered by Air India. The value of these orders from Air India is over \$2.2 billion. Beyond aircraft engines, to help Air India position itself as an environment friendly airline, GE will partner in other areas such as – green building, in flight content creation, co-branding etc.

GE also announced the signing of a MoU for a Green Building Project with Haryana Technology Park. The Haryana Technology Park is a Government of India approved integrated IT Park supported by Paharpur Business Centre & Software Technology Incubator Park, New Delhi. Under the MoU, GE India and Haryana Technology Park will collaborate in a number of initiatives to create a truly green building project of world standards specifically in the areas of utility services like power generation & distribution, lighting, water treatment, security, sensing equipment and other environmentally friendly solutions.

Kapil Sibal, Honourable Minister for Science and Technology, Government of India said, "We have been harnessing mother nature for far too long. The more we consume nature's vital and valuable resources for temporary gain, the harder it gets for us to combat the consequences of the resultant phenomenon. Ecomagination is an initiative whose time has come, an initiative that will enable the business community to move away from the trodden path onto a new road of discovery and invention through the use of environment-friendly technologies. I commend GE for taking this initiative and hope others will follow."

"With nearly US\$ 2 billion in revenues in India today and a target of US\$ 8 billion by 2010, GE's commitment to India is deeper and stronger than ever before. Advanced energy, infrastructure and environmental technologies bridge our company and India to a horizon of immense potential growth," said Mr Rice.

Signing of a MoU with GE for a Green Building Project - HTP, February 20, 2007

The Road Ahead... We have miles to go before we sleep....

- PBC™ - STIP will be providing Technical Support to Haryana Technology Park with 1.70 million sq.ft. of built up area in the Notified Special Economic Zone (SEZ) in the National Capital Region with an objective to build it as a USGBC LEED Certified Platinum Rated “Green Building” and will be one of the world’s most Energy Efficient Buildings in the country.
- MoU signed with General Electric Company (GE) for the above project under their Ecomagination programme.

DELHI
THE HINDU • BUSINESS LINE
WEDNESDAY, FEBRUARY 21, 2007



ECONOMY

'Green' drive: (From left) Mr John Rice, Vice-Chairman, GE, & President & CEO, GE Infrastructure, Ms Lorraine Bolsinger, Vice-President, Ecomagination, Mr V. Thulasidas, Chairman, Air India, Mr Scott R. Bayman, President & CEO, GE India, and Mr Kamal Meattle, Partner, Eco Trust Capital, Paharpur Business Centre, after signing an MoU in the Capital on Tuesday. — Kamal Narang

GE, Air India enter pact for eco-friendly engines

New engines will be 15% more fuel efficient: Thulasidas

Our Bureau
New Delhi, Feb 20

General Electric Company (GE) on Tuesday signed a memorandum of understanding (MoU) with Air India to help the airline achieve its goal of becoming an environmentally sustainable airline with proper environment-friendly programmes and practices.

According to the MoU, GE would be delivering aircraft engines from its ecomagination portfolio, including GE-90-115B engines for the Boeing 777-303 Ers and the Genx engines for the Boeing 787-800 aircraft ordered by Air India.

Apart from aircraft engines, GE would partner Air India to convert its headquarters into a green building through eco-friendly technologies and provide in-flight content and through a co-branded credit card.

After signing the MoU, the Chairman and Managing Director of Air India, Mr V. Thulasidas, told newsmen that the new engines being sourced from GE would be around 15 per cent more fuel efficient compared to the existing engines.

In addition, GE and Air India are in talks to jointly set up a maintenance, repair and overall (MRO) facility, he added.

HTP PROJECT
GE also signed a MoU on Tuesday for a green building project with Haryana Technology Park (HTP).

HTP is an integrated IT park supported by Paharpur Business Centre and Software Technology Incubator Park.

According to the MoU, GE India and HTP will collaborate in a number of initiatives to create green building projects of world standards specifically in the areas of utility services such as power generation and distribution, lighting, water treatment, security and sensing equipment.

The Hindu dt. February 21, 2007 - On the occasion of signing the MoU with GE for the Green Building Project - Haryana Technology Park(HTP) PBC™ - STIP's new Venture

- To get US Green Building Council LEED EB Gold Certification for our existing Building / Facility – Paharpur Business Centre & Software Technology Incubator Park and be the first building to get the Green Building Certification for an existing Building (EB)
- To be certified for ISO 22000:2005 (Food Safety Management System) by the end of 2007.
- Targeting to get certified for Corporate Social Responsibility by 2008.
- To install new technologies for using Green Power within the Business Centre to save energy resources from depletion.
