

Purpose:

This Environmental, Social, and Governance (ESG) Policy demonstrates the organization's commitment to sustainable and responsible business practices. The policy ensures that environmental stewardship, social accountability, and ethical governance guide all aspects of our operations.

Scope:

This policy applies to all employees, contractors, suppliers, and other stakeholders associated with the organization.

Policy Statement:

1. **Minimizing environmental impact** through efficient resource use, waste management, and adherence to environmental regulations.
2. **Upholding social accountability** by fostering fair and ethical treatment of employees, communities, and stakeholders.
3. **Adhering to governance principles** that ensure transparency, accountability, and integrity in decision-making processes.

Environmental Responsibility:

We commit to -

1. Reducing greenhouse gas emissions and energy consumption.
2. Promoting renewable energy and sustainable resource management.
3. Preventing pollution and minimizing waste.
4. Complying with all applicable environmental laws and regulations.
5. Continuously improving our environmental performance through innovation and stakeholder engagement.

Social Accountability:

We recognize the importance of respecting and promoting human rights and social justice. The following principles are integral to our operations:

1. **Freedom of Association and Collective Bargaining:**
 - Employees have the right to form, join, or not join trade unions or other lawful associations.
 - We respect the rights of workers to bargain collectively without interference or retaliation.
2. **Forced Labour:**
 - We strictly prohibit all forms of forced, bonded, or involuntary labor.
 - Employment with the organization is based on free will and informed consent.
3. **Protection and Safeguarding of Children (Including Child Labour):**
 - We do not employ individuals below the legal working age as defined by local laws or international standards.
 - We actively monitor our operations and supply chains to prevent child exploitation.
4. **Discrimination:**
 - We maintain a workplace free from discrimination based on race, religion, gender, disability, sexual orientation, or any other characteristic protected by law.
5. **Wages, Working Hours, and Other Conditions of Work:**
 - All employees are provided with fair wages that meet or exceed local legal requirements.

- Working hours comply with applicable labor laws, and overtime is voluntary and compensated fairly.
- 6. Health and Safety of the Workplace:**
- We ensure a safe and healthy working environment for all employees, contractors, and visitors.
 - Regular training, audits, and risk assessments are conducted to prevent workplace hazards.
- 7. Human Rights:**
- We uphold fundamental human rights in all operations and supply chains, ensuring dignity, equality, and respect for all individuals.
- 8. Harassment, Harsh, or Inhumane Treatment (Including Sexual Exploitation and Abuse):**
- We strictly prohibit any form of harassment, abuse, or inhumane treatment.
 - Mechanisms are in place to report and address incidents of harassment or exploitation promptly.

Governance Principles:

- 1. Integrity and Transparency:**
 - All business activities are conducted with honesty, accountability, and transparency.
 - Financial and operational disclosures are accurate and comply with legal requirements.
- 2. Ethical Leadership:**
 - The leadership team is committed to ethical decision-making and maintaining the highest standards of conduct.
- 3. Compliance:**
 - All business activities adhere to applicable laws, regulations, and industry standards.
- 4. Anti-Corruption:**
 - We have zero tolerance for bribery, corruption, or unethical practices.
- 5. Stakeholder Engagement:**
 - We engage with employees, customers, investors, and communities to understand and address their expectations and concerns.

Implementation and Accountability:

1. The management team is responsible for the implementation and monitoring of this policy.
2. Employees and stakeholders are encouraged to report any violations of the ESG Policy through established reporting mechanisms.
3. Periodic audits and assessments will be conducted to ensure compliance and continuous improvement.

Date: 01-April-2024



Approved by: Harshal Sheth