

# Environment, Social Governance Policy



## Purpose

The ESG Committee is formed to support the Directors in the performance of its oversight function concerning the company's management of environmental, social, and governance risks and opportunities.

## Composition

The ESG Committee shall comprise of a minimum of three members where one is a director in the company, and two such employees specializing in different disciplines relevant to the business. The above employees so appointed shall be employees of the Company, until they voluntarily resign, are dismissed or the Directors discharge their duties by appointing other individuals.

## Responsibilities

The ESG Committee shall:

- Environmental Stewardship: Play key role in the environmental measures of the company including climate change mitigation measures, management of wastes and proper use of the company resources.
- Social Responsibility: The extra factors that should be monitored includes social responsibility, the engagement of the business with the community, employee's standard of living, Diversity and inclusion, Human rights practices.
- Governance: Governing the ethical behavior, infrastructure transparency and accountability in the management of the business.
- Risk Management: Examine and address potential relevance of ESG factors and relevant risks and opportunities.
- Reporting: Be responsible for the accuracy of the ESG reports and disclosures or the company.
- Compliance: There are general laws, rules and regulations and specific industry standards for ESG compliance.

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## Meetings

The ESG Committee shall convene its meetings at least once a quarter, and more frequently, if required. A quorum shall be made up by a majority of the members of the organization. Other key members of the management or invited external advisors may be requested to attend the meetings of the Committee.

## Reporting

The ESG Committee should give their findings and recommendations to the directors and such report should be provided periodically. The Committee shall also evaluate its performance on an annual basis and submit the outcome to the Board. Correspondingly, since all company information is integrated into the company's online presence, it will be possible to access it all.

## Authority

The ESG Committee is authorized to:

- Have full view of all the necessary company data.
- Hire external professionals or experts when needed to enable it to perform its roles.
- Investigate or cause investigation of any matters falls within its sphere of responsibility.
- Engage external consultants or advisors as necessary to fulfill its duties.
- Conduct or authorize investigations into any matters within its

## Review of Policy

This policy shall be updated by the ESG Committee on an annual basis and all proposed amendments shall have to be forwarded to the Directors.

**Vaibhav Agrawal**

**Managing Director**