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A YASH Technologies Company

Environmental, Social, and Governance Policy

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Revision History

Version	Effective Date	Author	Reviewer	Approver	Change Summary
1.0	February 1, 2023	Chetan Choparia	Laveena Nabar, Pankaj Malviya	Pankaj Jain, Dharmendra Jain	New Policy

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1.0 PREFACE & PURPOSE

At Aaseya, we firmly believe in the significance of prioritizing the well-being of our employees, users, communities, environment, and society as a whole. This ESG (Environmental, Social, and Governance) Policy serves as a guiding document that outlines our fundamental principles, ensuring our commitment to these crucial aspects.

Through this policy, we aim to foster sustainable growth and development while actively contributing to the well-being of our employees, users, communities, environment, and society at large. By embracing our ESG responsibilities, we strive to build a brighter future for all, upholding strong governance practices that ensure accountability, transparency, and fairness in our operations.

2.0 SCOPE

This policy applies to all Aaseya IT Services Private Limited establishments, and it outlines our expectations for everyone associated with our company, including employees, contractors, and other partners within our value chain, as applicable.

3.0 OWNERSHIP/IMPLEMENTATION

The responsibility for ownership and implementation of this policy rests with the Aaseya Sustainability Committee. Effective from February 1, 2023, this policy will remain in force until superseded by a revised version. The Aaseya Sustainability Committee retains the authority to modify, revoke, or reinstate the entire policy or specific sections at its discretion and as deemed necessary.

4.0 ACRONYMS & ABBREVIATIONS

Abbreviation	Description
ESG	Environmental, Social, and Governance
GHG	Greenhouse Gas
EHS	Environment, Health, and Safety
CSR	Corporate Social Responsibility

5.0 SUSTAINABILITY POLICY

Aaseya Technologies is dedicated to incorporating environmental, social, and governance (ESG) principles into its business strategy and operations. We recognize the importance of environmental sustainability and waste management in creating a better future for our planet. As such, we strive to promote environmental consciousness and accountability among our employees, clients, suppliers, and other stakeholders within the context of our business. We aim to implement sustainable practices, conserve resources, reduce our environmental impact, foster social inclusivity, support fair labor practices, uphold ethical governance, and prioritize the interests of our stakeholders. Through these efforts, we seek to make a positive impact on the environment, society, and our stakeholders, contributing to a more sustainable future while creating long-term value for our company. We are committed to complying with all relevant regulations and standards, ensuring the protection of the environment, the well-being of our stakeholders, and the effective governance of our operations.

5.1.1 ENVIRONMENTAL RESPONSIBILITY

A) **Climate Change**

- We are dedicated to mitigating climate change by actively reducing our carbon footprint through energy efficiency and the adoption of renewable energy sources. We have set a goal of achieving net-zero greenhouse gas emissions by 2050 and are implementing concrete measures to reach this target.

- We engage with stakeholders to address climate change challenges collaboratively.

- Transparency and accountability are at the core of our climate change efforts. We regularly report on our progress and share information about our initiatives with stakeholders, fostering trust and demonstrating our commitment to sustainable practices.

- We are advocates for climate-friendly policies at local, national, and international levels. By collaborating with governments, organizations, and industry peers, we strive to influence positive change and create an environment that supports sustainable practices.

- Education plays a crucial role in addressing climate change. We prioritize educating our stakeholders about the impacts of climate change and the importance of taking action.

B) **Water**

- In line with our unwavering commitment to water conservation, we have outlined a comprehensive strategic roadmap. Anchored in the 4R approach—Reduce, Reuse, Recycle, and Recover.

- We are proactively strengthening our water management practices across our operations, encompassing innovative design and architectural modifications to achieve an all-encompassing positive impact.

- We are committed to extending our efforts beyond our organizational boundaries and engaging with the community to foster sustainable water management practices.

- We firmly uphold the principle of responsible water resource management throughout our facilities, demonstrating our dedication to ESG initiatives.

  Reducing water consumption

- Our commitment extends to minimizing water demand, eliminating wastages, and conserving fresh water in existing buildings.

- We strive to maximize the utilization of recycled water, ensuring its efficient and sustainable use within our facilities.

C) **Waste**

- We adhere to a "minimum waste" policy, recognizing its importance for cost-effective and efficient operations.

- At Aaseya campuses, we employ advanced technologies to segregate and process waste according to current best practices.

- Recognizing the detrimental effects of single-use plastics, we are firmly committed to eliminating their usage within our organization.

- Aaseya collaborates with multiple waste aggregators across various locations, assigning them responsibility for pollution prevention and minimizing waste, including E-Waste, using the

'Reduce-Reuse-Recycle-Recover' methodology.

- To support our energy-saving initiatives, we continuously monitor and track printer paper waste, e-waste, and food waste across our sites.

- Aaseya has established partnerships with leading agencies to distribute surplus food to those in need. By redirecting excess food, we not only prevent waste but also contribute to addressing food insecurity and promoting social responsibility.

5.1.2 SOCIAL RESPONSIBILITY

D) **Safety and Health**

- We are committed to providing a safe and injury-free workplace for all employees, contractors, customers, partners, and the public, considering it an essential requirement for our overall operations.

- Our EHS programs undergo continuous evaluation and improvement, reflecting our dedication to enhancing safety standards.

- We organize a comprehensive range of training programs tailored for employees, contractors, customers, partners, and visitors, emphasizing prevention, early intervention, and fostering a safety-focused culture.

- Our ongoing efforts aim to seamlessly integrate safety considerations into our daily tasks, fostering a sense of accountability for the safety of ourselves, colleagues, and society at large.

- We actively encourage employees to proactively manage their health and wellness and implement various programs, campaigns, and volunteer drives with the purpose of promoting well-being.

- We adopt a proactive and continuous approach to risk assessment, conducting regular testing and learning from past incidents to continually enhance our processes.

- We prioritize preparedness to effectively respond to crises that may pose risks to the health and safety of our employees, the environment, our operations, stakeholders, as well as the communities and society in which we operate.

E) **Diversity and Inclusion**

- We strive to create an inclusive work environment that embraces individuals from diverse backgrounds, perspectives, and experiences.

- The company values equal opportunities for all employees, irrespective of their race, gender, ethnicity, age, sexual orientation, or any other characteristic.

- We promote collaboration, innovation, and creativity by fostering a diverse workforce.

F) **Responsible Supply Chain**

- We carefully select suppliers based on their commitment to social and environmental responsibility, ensuring alignment with the company's values and ESG objectives.

- We expect suppliers to adhere to ethical business practices, including fair labor conditions, respect for human rights, and compliance with applicable laws and regulations.

- We encourage suppliers to adopt environmentally sustainable practices, such as reducing carbon emissions, conserving resources, and minimizing waste generation.

- We collaborate with suppliers to drive continuous improvement, encouraging them to implement

sustainability initiatives, monitor key performance indicators, and innovate in order to enhance their social and environmental impact.

5.1.3 GOVERNANCE RESPONSIBILITY

- Aaseya maintains unwavering commitment to ethics and integrity.

- The company adheres to a robust code of conduct that sets clear expectations for ethical behavior among employees and stakeholders.

- A zero-tolerance approach is adopted towards corruption and bribery, with comprehensive measures in place to prevent, detect, and address such practices.

- Aaseya prioritizes the protection of confidential information and data privacy, implementing robust security measures to maintain integrity and confidentiality.

- The company actively engages with stakeholders in an open, transparent, and respectful manner, fostering strong relationships based on trust and effective communication.

- Aaseya upholds a commitment to transparent and honest communication with customers, employees, partners, and the wider stakeholder community, promoting an environment of trust and credibility.

6.0 EXECUTION FRAMEWORK

In accordance with the principles of Environmental, Social, and Governance (ESG), we have utilized a data-driven and consultative exercise to determine our material topics. By engaging with stakeholders and considering their perspectives, we have identified and prioritized the key subjects that have a significant impact on our stakeholders and our business. These material topics are regularly tracked and reported on to ensure transparency and accountability in our ESG initiatives.

A) External consultations, global frameworks, peer benchmarking

- Regular engagement with clients through surveys and feedback mechanisms to gather insights and identify areas for improvement.

- Utilization of global indices, reporting frameworks & Standards, and partnerships with international organizations to benchmark performance and align with best practices.

- Internal benchmarking across various industries, including Information Technology, to identify successful approaches and adapt them within the organization.

- Leveraging new technologies for monitoring media and public opinion to gain valuable insights and incorporate them into decision-making process.

B) Internal Stakeholder Position

- Foster employee engagement through various channels, such as focus-group discussions, interactive sessions, and feedback mechanisms.

- Conduct timely assessments, maintain accurate records, validate data, and prepare comprehensive reports to ensure transparency and accountability.

6.0 Violations

Any violation of this Policy may result in disciplinary action, per the organizations code of conduct. This document shall not be construed to represent a contract of employment between the Company and any User or third party. Any User who is requested to undertake an activity which he or she believes is in violation of this Policy must report his or her concerns to his or her manager or the Human Resources Department.