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## **ANJ Turnkey Projects Private Limited**

### **Sustainability policy**

#### **Background:**

**ANJ Turnkey Projects Private Limited (“ANJ” or “The Company”)** Sustainability Policy will enable to create a diverse, responsible work environment and create value for our stakeholders. ANJ practises and promotes Sustainability through an integrated approach to design and project execution that is strongly rooted in environmental and social considerations.

The Sustainability policy is aligned around Environment, Occupational Health and Safety; Corporate Social Responsibility; Green Supply Chain Management; Quality; Equal Opportunity and our Code of Conduct.

#### **Scope:**

This policy shall be applicable to all the levels of organisations across ANJ and its factory / Manufacturing Unit located at Wada, Maharashtra. It shall also cover all our associates, vendors, contractors, and partners across all our locations.

#### **Policy Statement:**

ANJ is committed to conduct its business in an ethical and transparent manner throughout its geographical locations wherever it has presence, in compliance with the highest principles of governance. Its associates contribute to creating a culture that is inclusive, innovative and diverse which enables us to create value for our investors and customers while, uplifting the lives of community, vendors, and contractors. Environmental, Social, and Governance (ESG) risks and opportunities are assessed and monitored regularly and integrated with enterprise risk management.

#### **Sustainable Products:**

The Company is committed to transforming through its various products and services to its clients. We aim to provide customer delight by ensuring quality delivery on time with due regard to environment and stakeholders in the value chain. Our Standard Operating Procedures (SOPs) guide us in achieving certifications through feasibility assessment, pre-certification at design stage and post certification after project handover. We focus

on developing low carbon solutions for our customers through our R&D initiatives on sustainable design, materials, and construction methods. Also, we ensure to craft healthy products by prohibiting smoking (through provision of 'No Smoking' signages) in the common areas of all our projects along with provision of other health and wellness attributes. In the long-term, we aspire to create Net Zero (Energy, Water, and Waste) Workplace and our Factory / Manufacturing Unit located at Wada, Maharashtra.

### **Sustainable Offices:**

We strive to create a safe, nurturing, and inspiring workplace environment for all our employees and other stakeholders. The commitments to our associates are as follows:

- Safeguarding health and safety of our stakeholders is a priority at ANJ. We aim to conduct all our operations in a manner that ensures the safety of our employees, consumers, vendors, contractors, visitors, and all other stakeholders.
- ANJ is an equal opportunity employer and doesn't discriminate based on race, religion, caste, gender, age, disability and any other characteristics. We endeavour to continuously review and update the relevant HR policies.
- We also strive to upgrade the skills of all our employees through training programs, long engagements, participative activities, and communications.

We endeavour to make all our office operations single use plastic free and sustainable with respect to energy usage, paper usage, water and waste management. This enables us to drive sustainability through employee actions driven by 'Making Sustainability Personal' (MSP). We have defined policies in place to guide employee actions at our offices across functions.

### **Sustainable Sites:**

We strive towards sustainable construction by leveraging our integrated management system, to ensure:

- **Resource conservation:** Through conscious use of materials, energy efficiency and clean energy, water, and proper waste management.
- **Climate change abatement and pollution mitigation:** Through various measures to adopt low carbon techniques and prevent pollution and protect community and site workers.
- **Biodiversity conservation:** To expand our footprint in synergy with the ecological footprint.
- **Contractual worker welfare:** Through various site programs that focus on health & wellbeing, social security, safety, skills, and recreational activities.

- **Sustainable supply chain:** Through training programs for the vendors/suppliers on sustainability; building and handholding on stringent pre-qualification criteria and integrating sustainability in general contractual conditions.
- **Sustainable technology:** We are committed to the adoption of state-of-the art technologies in the sector, to ensure sustainable operations of our project sites.
- **Compliance:** We encourage our contractors, vendors, suppliers, service providers, and transporter to ensure compliance with applicable legal and other requirements that have a significant impact on health, safety, and environment

#### **Sustainable Communities:**

ANJ is committed to creating sustainable communities by driving positive change in the neighbourhoods around our development. Through our CSR interventions, we engage with our surrounding communities to identify their needs and provide them with the required support in terms of Environment, Girl Child Education, and Women Empowerment. We also endeavour to promote the sustainability agenda within the industry and amidst stakeholders through advocacy, thought leadership, and research initiatives.

The Policy will be reviewed annually and amended where appropriate. Any modifications/ changes to this Policy shall be made only with the approval of the Board of Directors of ANJ, based on recommendations made by the Head of Sustainability.