



# Sustainability Policy

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## Human Resources

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## 1.0 Purpose:

At Intellect Design Arena Limited, we are committed to fostering a sustainable future by building stronger communities and promoting environmental conservation. Sustainability is an integral part of our business and operational strategy. This policy outlines our commitment to conducting all our operations in a manner that promotes sustainability, social responsibility and ethical business practices. We will integrate sustainability principles and set clear goals and targets for reducing environmental impact, improving social performance, and driving innovation.

## 2.0 Applicability:

This policy applies to Intellect Design Arena Limited and all its direct and indirect subsidiaries and group companies. This Policy may be supplemented by additional local policies and procedures where deemed necessary, but such local policies may not fall below the standards articulated in this policy.

## 3.0 Environmental Impact:

We recognize the importance of addressing climate change by achieving net zero GHG – emission in all our operations.

### 3.1 Energy & Carbon Management

We are committed to minimize our energy consumption, maximize energy from renewable sources and strive to achieve net zero carbon in all our operations within a decade. In this respect we shall

- Identify opportunities to improve energy efficiency throughout our operations by upgrading to energy-efficient equipment and implementing power management policies for electronic devices.
- Enhance renewable energy in the overall energy consumption of our operations.
- Monitor and reduce or eliminate greenhouse emissions to achieve carbon neutral status.

### 3.2 Waste Management:

We are committed to reducing waste generation and transitioning towards zero waste to landfill by ensuring::

- An effective waste management system through segregating at source and identifying opportunities for reduction, reuse, recycle and repurpose of waste wherever practically feasible.
- Regular monitoring using innovative techniques/methods such as digital documentation, online reporting system and digital collaboration tools

### 3.3. Water Conservation:

We shall strive to achieve net zero water through efficient water management system through adoption of

- Minimizing water usage and avoiding water wastage within our facilities.
- Reuse and recycle treated wastewater wherever feasible
- Implement rainwater harvesting within or outside company premises.



### 3.4. Supply Chain, Partnerships and Sustainable Procurement:

We recognize the critical role that procurement plays in advancing sustainability goals. We are committed to integrating sustainability considerations into our procurement processes. This involves working with suppliers and partners to align with our sustainability values and adopt sustainability practices.

In this respect, we endeavour to:

- a) Reduce environmental impacts by selecting products and services that promote resource conservation. We will prioritize usage of energy-efficient products and services, considering factors such as energy consumption, renewable energy use, and energy saving technologies.
- b) Promote social responsibility by ensuring fair labour practices, human rights and diversity within our supply chain.
- c) Support local economic development by giving preference to local suppliers, wherever feasible, thereby reducing transportation related emissions and Micro Small and Medium Enterprises (MSME).
- d) Ensure that our suppliers comply with applicable labour laws and regulations including fair wages, safe working conditions and do not engage in child labour, forced labour, or other exploitative practices. We will also encourage suppliers to adopt responsible sourcing practices, standards and certifications.
- e) We will consider the socioeconomic impact of our procurement decisions and strive to promote supplier diversity.
- f) Enhance transparency and accountability by reporting on our sustainable procurement practices and performance.

### 4. Social Responsibility:

- a) Stakeholder Engagement: We will actively engage with our key stakeholders, including employees, customers, suppliers, local communities, and NGOs, to understand their concerns, seek feedback, and collaborate on sustainable initiatives.
- b) Employee health, safety and well-being: We are committed to promote a safe and healthy work environment that fosters employee well-being, equality, diversity, and opportunities for professional growth
- c) Community Engagement: We strive to be responsible corporate citizens by actively contributing to the well-being of local communities. We will enhance the scope and reach of our philanthropic activities, volunteering, and supporting initiatives that address community needs.
- d) Employee Engagement: We will constantly engage our associates in sustainability practices and encourage them to take an active role in adopting socially and environmentally responsible practices. We will initiate training programs, incentives for sustainable behavior, and regular communication about sustainability initiatives.

### 5. Corporate Governance:

At Intellect, we deliver value to our customers in an ethical manner by complying with the law and maintaining transparency in our disclosures.. We will initiate and implement policies, mechanisms and frameworks to ensure that compliance is met with while discharging our duties of governance that contribute to sustainability:

- a) Ethical Standards: We are committed to operate across the globe with integrity, ethics, transparency, accountability and adhering to relevant laws, regulations and industry best practices in all its sustainability practices.



- b) Risk Management: We will continue to identify and assess potential sustainability risk and opportunities and work towards mitigating the risks and taking advantage of opportunities, including security threats, data privacy concerns, legal and regulatory compliance, supply chain disruptions, climate change impacts and water scarcity issues.
- c) Collaboration and Knowledge Sharing: We will actively collaborate with industry peers, experts, and stakeholders to share the best practices and promote sustainability initiatives. We will create awareness and educate our employees and stakeholders about sustainability issues, their role in achieving our sustainability goals, and the importance of responsible practices.
- d) Compliance and Legal Obligations: Intellect will continue to comply with all applicable laws, regulations, and statutory requirements.
- e) Continuous Learning: We will stay informed about emerging sustainability trends, best practices, and innovations, and integrate them into our operations and strategies along with continuous improvement in our procurement processes.

## 6. Performance Monitoring and Reporting:

We will continue to monitor our sustainability performance and progress towards achieving our goals. This includes setting near term and long term targets & Key Performance Indicators (KPIs), conducting audits & reviews and disclosing our sustainability initiatives and achievements to stakeholders on a regular basis.

## 7. Continual Improvement:

We recognize that we are embarking on a journey, and we are committed to continually improving our sustainability practices, set new targets, and seek innovative solutions to addressing emerging sustainability challenges. We will regularly review this policy and align it with the evolving best practices.

## 8. Conclusion:

This sustainability policy represents our commitment to integrating sustainable practices throughout our operations. By embracing environmental stewardship, social responsibility, and economic viability, we aim to create a positive impact on the planet and society while ensuring the long-term viability of our business.

**EFFECTIVE FROM** : 01-Jun-2023

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### Revision History

Version No.	Author	Published Date	Sections Changed	Description of changes
1.0	Ramchandrakanth	1-Jun-23	-	New Policy for Intellect Design Arena Limited

