



# ESG Policy

## 1. Purpose

This ESG Policy provides a strategic framework for integrating environmental, social, and governance considerations into SUPL's decision-making, operations, and stakeholder engagement. It reinforces our commitment to long-term value creation, regulatory compliance, and responsible corporate citizenship.

## 2. Scope

This policy applies to:

- All business operations, project sites, and corporate functions of SUPL
- Employees, contractors, vendors, and supply chain partners
- Investments, partnerships, and customer engagements

## 3. Policy Statement

SUPL aims to conduct its business ethically, efficiently, and sustainably by:

- Reducing environmental impact
- Promoting social well-being
- Maintaining robust governance and accountability systems

SUPL views ESG not just as a compliance matter, but as a business imperative aligned with our mission to deliver quality electrical services responsibly.

## 4. ESG Pillars

### 4.1. Environment (E)

SUPL is committed to minimizing its environmental footprint through:

- **Energy efficiency** in operations and project execution
- **Waste reduction**, reuse, and responsible disposal
- **Carbon footprint monitoring** and emission control measures
- **Eco-friendly procurement** and material management
- **Green site practices** including afforestation, biodiversity conservation, and pollution prevention
- **Compliance** with environmental laws and regulations

### 4.2. Social (S)

SUPL promotes inclusive growth and safe work environments by:

- Ensuring **health and safety** of employees and contract workers
- Supporting **diversity, equity, and inclusion** across teams
- Implementing **skill-building and training programs** for workforce development
- Supporting local communities through **CSR initiatives**
- Respecting **human rights** across operations and value chains
- Ensuring **fair labor practices** and **employee well-being**

4.3. Governance (G)

SUPL maintains strong governance practices through:

- A **zero-tolerance approach** to corruption, bribery, and unethical conduct
- Transparent decision-making, disclosures, and risk management
- Functioning **Board and Committee oversight** on key matters
- Implementation of **Code of Conduct, ABAC, and Whistleblower policies**
- **Internal audits** and compliance reviews to ensure process integrity

5. Roles and Responsibilities

Stakeholder	Responsibility
Board of Directors	Provide oversight and approve ESG strategies
ESG Committee	Monitor ESG goals, risks, and performance
Business Heads	Integrate ESG into operations, projects, and procurement
Employees	Follow ESG-aligned practices, participate in initiatives
Vendors/Partners	Adhere to SUPL’s sustainability and ethical standards

6. ESG Integration and Reporting

SUPL will:

- Set annual ESG objectives and performance indicators
- Measure progress through internal tracking and third-party audits

- Publish an **ESG/Sustainability Statement** as part of the annual report
- Engage stakeholders for continuous improvement and transparency

## 7. Compliance and Review

- SUPL will comply with applicable ESG-related laws, including those under SEBI, MoEFCC, MCA, and local regulators
- The policy will be reviewed **annually** or upon material changes in regulatory or operational landscape