

TEJAS NETWORKS LIMITED

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Environmental, Social and Governance Policy

(Approved by the Board of Directors on April 21, 2023)

1. Introduction

Tejas Networks Limited (the “Company”) is committed to its mission of creating value for all its stakeholders and always stayed strong in its commitment to positively impact the environment, the customers, employees, and the community at large. The Company’s core values have guided the Environmental, Social and Governance (the “ESG”) practices, which seek to drive growth and empower communities through the corporate decision-making processes. The Company’s ethos is the commitment to maintain the highest standards of governance and risk management and constant endeavor to contribute towards sustainable development and growth by adopting responsible business practices which serve the interest of all its stakeholders, including the environment and society at large.

2. Vision

We envision a future where our planet thrives with sustainable, clean, and renewable energy systems that result in net zero greenhouse gas emissions. Our vision is one where human activities do not contribute to the accumulation of harmful greenhouse gases in the atmosphere, and where the balance between emissions and removals is achieved through responsible and innovative approaches. We see a world where economies are decarbonized, and communities are resilient to the impacts of climate change.

Our vision for net zero extends beyond reducing carbon emissions. We also strive for equitable access to clean energy, leaving no one behind in the transition to a carbon-neutral future. We envision a world where social and environmental justice is prioritized, and where vulnerable communities are empowered to participate in and benefit from the transition to net zero.

Our vision for net zero also encompasses innovation and collaboration. We see a future where cutting-edge technologies and solutions are deployed to accelerate the transition to a sustainable, low-carbon society. We envision collaboration among governments, businesses, communities, and individuals, working together to create a better future for ourselves and future generations.

In summary, our vision for net zero is a world where sustainability, equity, innovation, and collaboration intersect to create a cleaner, greener, and more just planet for all. We are committed to taking bold and decisive action to achieve this vision and pave the way toward a sustainable future.

Goal: To achieve Net-Zero by 2035 across Scope 1,2 & Scope 3 Emissions

3. Scope and approach

The policy framework states the Company's commitment to ESG and long-term value creation for internal and external stakeholders of the Company including customers, employees, investors, regulators, business partners and community members.

The Company ESG approach involves a framework of ESG Policies with effective governance and integration of ESG practices in business strategy with a structured implementation framework comprising of focus areas and key performance indicators and periodic monitoring of performance and measures to improve performance.

4. ESG Focus areas

a) Climate and Waste

Energy & Emissions Management

An environmentally conscious approach is a fundamental aspect of corporate responsibility, stakeholder inclusiveness and long-term sustainability of business. The Company incorporates environmental impact considerations in its operational, financial and risk management linked decision making. The Company has developed a dedicated environment policy that lays the foundation of the Company's commitment to energy, emission, water and waste management. The Company will implement appropriate procedures and monitoring mechanisms to address any adverse impact of its operations on the environment. The Company will track performance indicators such as energy emission, energy consumption, water consumption and waste recycled.

Waste Management

The Company shall make efforts to dispose waste in the most responsible manner. The Electronic waste generated will be disposed through authorized personnel and no hazardous electronic waste is sent to the landfill. The Company is conscious of paper usage in its operations, transactions and customer communications and in this regard the push to go digital across service and product lines to reduce paper consumption, thereby reducing paper waste. The Company will phase out to the best possible extent the usage of plastic in its offices as well as in its promotional, marketing and outreach events.

b) Customers

Customer centricity is at the core of the Company's business ethos and value creation proposition. The Company's primary objective is to ensure seamless customer experience with dedicated transparency, ethical conduct and fairness in its selling practices and to emerge as a service provider of choice by achieving this through technology, products, distribution and services levels. The Company's Code and Policies is focused in achieving the objectives of Fair customer practices. The Company is committed to ensuring privacy of customer's personal information and strives to provide clear information to customers on the utilization of the same. The Company recognize that maintaining the trust and regard of our customers is important for the success and longevity, in a fiercely competitive market and recognize that product quality and service delivery is vital for our business growth. The Company will treat customers' data with utmost sensitivity

and privacy and will undertake initiatives to combat cybercrime and data theft by means of a comprehensive mechanism of information and data security.

c) Corporate Governance

Good governance is an essence of sustainable value creation. It promotes participation, responsiveness, transparency, accountability, equity, inclusiveness, and efficiency among value chain partners and enables effective decision making. The principles of good governance are ingrained in the organizational culture and values, which helps us to serve the stakeholders at our best possible capacity. The Company believes that effective and ethical leadership is centered around integrity. The Company recognizes that ethical leadership improves public trust, enhances risk, compliance and ethics management, and strengthens stakeholder relationship. The Company strongly believes in the ethos of transparency and accountability for which it shall ensure established systems for timely flow of information to keep our stakeholders abreast with the organisational activities. The Company has regular board meetings to review and improve our transparency and accountability policies. The board plays a pivotal role in effective compliance and implementation with respect to regulatory and stakeholder demands.

The Company is committed to maintain the highest levels of ethical standards of integrity, corporate governance and regulatory compliance and it believes that high standards of corporate governance combined with ethical and transparent business processes lead to greater effectiveness and efficiency, and superior business outcomes. The Company's corporate governance processes are in compliance with the Companies Act, 2013 (including the rules made thereunder), the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the various guidelines / circulars / regulations issued from time to time by the Reserve Bank of India ("RBI") and other applicable regulatory guidelines. The Company will continue to adopt and adhere to the best recognized corporate governance practices and is continuously benchmarking itself with best in class practices across the globe.

d) Empowered Workforce and employment practices

The Company believes that an engaged, empowered and diverse workforce is a key enabler for business ethos and the value creation proposition and for achieving business excellence and to achieve this the Company promotes diversity, employee development and well-being as part of human capital management strategy.

Work Ethics and Code of Conduct

The Company expects all employees to strictly act in accordance with the high professional and ethical work standards. The employees are expected to avoid conflicts of interest and remain committed to integrity in all work-related aspects and comply with applicable laws, regulations, and Company policies. The employees are expected to avoid misuse or misappropriation of the Company's assets and ensure highest levels of confidentiality with respect to customer information, unpublished price sensitive information and promote fair dealing within and outside the Company. Adequate policies and procedures will be defined to take necessary disciplinary actions and report any violations from the policies.

Human Rights

The Company is committed to uphold employee rights and treat all employees with respect and dignity in order to promote a healthy and conducive work environment for the employees. The Company's human rights policy will ensure equity, diversity, and inclusion within the organization, nondiscrimination, prevention of human rights violations across entire value chain, and adequate training/ awareness on human rights.

Equal Opportunities and Gender Diversity

The Company provides fair and equal employment and advancement opportunities to all its employees and there will be no discrimination on the basis of race, caste, color, age, sex, disability and socio-economic status of the candidate. The Company has a fair recruitment process that helps to identify and hire people with the right values and retained through a combination of financial and non-financial incentives. The Company will create an inclusive culture to ensure representation across gender, caste, creed, religion, region, physical ability and military/ veteran status. The Company's well- structured training modules assists in job specific development as well as personal development of the employees.

Safe and conducive work environment

The Company remains committed to promote a safe and conducive work environment for its employees, ensuring their occupational health and safety, adequate healthcare benefits including life insurance, accidental insurance and medical cover. The Company has policies and codes deals with issues related to inhumane treatment including mental or physical coercion or verbal abuse, sexual harassment, sexual abuse, slavery, of employees.

Women Safety

The Company remains committed to foster safe working environment for women, with zero tolerance policy on sexual harassment along with quick investigation and redressal of complaints through fair and transparent process. Further, the Company believes that all employees, regardless of their gender, have the right to work in an environment safe from verbal/ physical abuse and unsolicited sexual overtures.

Training and Development

The Company remains committed to its goal of inclusive development for which it takes responsibility to nurture young workforce from rural and semi-urban communities. The Company ensures pre-hiring training to prospective employees followed by extensive post-hiring training to help employees develop the required skills and explore internal growth opportunities. The Company encourages growth opportunities and career progression by prioritizing internal job opportunities wherever appropriate. The Company's remuneration policies stipulate reasonable compensation sufficient to attract, motivate and retain talent and ensure alignment of employee's performance with short-term and long-term objectives of the Company. The Company aims to imbibe ESG aspects in periodic training sessions for all employees to keep them updated on

various latest developments on ESG front and ensure compliance with ESG standards on continuous basis.

Transparency & Accountability

The Company Whistle Blower and Vigil mechanism provides a channel to the employees to report to the management concerns about unethical behavior, actual or suspected fraud or violation of the Codes of Conduct or policy and also provides for adequate safeguards against victimization of employees & Directors by giving them direct access to the Chairman of the Audit Committee in exceptional cases. This neither releases employees from their duty of confidentiality in the course of their work nor can it be used as a route for raising malicious or unfounded allegations against people in authority and / or colleagues in general.

e) Procurement Practices & Supplier Code of Conduct

The Company recognizes the need to work closely with the suppliers to reduce waste, improve efficiency, reduce carbon footprint and engage with them to understand their commitment towards human rights and labour practices and set clear expectations with vendors and suppliers to abide by labour laws, human rights and regulations in their regions of business including addressing child, forced or trafficked labour. The Company procurement practices shall ensure fair and impartial assessment of all potential vendors and suppliers, ensuring access to environmentally friendly and energy efficient products and encouraging local sourcing wherever possible. The Company will always require that the suppliers comply with all applicable laws, regulations, and standards within the geographies in which they operate and adhere to recognized ESG standards in letter and spirit including anti-corruption and anti-bribery laws and comply with all applicable national and international antitrust and trade control regulations.

f) Risk Management

A robust Risk Management Framework is vital for timely identification, mitigation, and management of risks. The Company's risk management policies articulate the approach towards risk management, encompassing the formulation of an independent risk function as well as governance mechanism for the development and implementation of the risk management framework. The Company is committed to integrating ESG and climate related factors into its operational risk management processes and will undertake climate based scenario analysis to understand and address environment linked transitional and operational risks periodically.

g) Community & Society

The Company will continue to create value for marginalized communities in the country, through well-structured programs and interventions. Through the Corporate Social Responsibility (CSR) policy, and employee volunteering programmes, the Company aims to improve the quality of life of the communities by creating a positive impact across its economic, social and environmental objectives. The CSR activities shall be undertaken within the territory of the Republic of India, and the company shall give preference to the local area/ areas around where it operates, for spending the amount earmarked for CSR activities.

The Company CSR Policy centres on education, ecology, environmental sustainability and community care with the objective in creating self-reliant communities by deploying skills and resources in key areas such as economic development, quality education, health care and conservation of environment, maintenance of infrastructure, art, culture, sports and protection of places of public and historical importance and intends to

- Strive for economic development, healthcare, quality education, conservation of environment, infrastructure development that positively impacts the society at large, especially the weaker sections of society and rural parts.
- Embrace responsibility for the Company's actions and encourage a positive impact through its activities on hunger, poverty, malnutrition, environment, communities, stakeholders and the society.

The above areas as enshrined in Schedule VII to the Act and included to provide macro areas in which CSR projects should be undertaken by the company. The CSR Committee should consider details of CSR projects but not specifically covered in the aforesaid, subject to the Board

The CSR programs, shall be implemented through following methods either directly by the company or through Implementing Agencies or through any foundation or body incorporated by the company and eligible to undertake such CSR projects or in collaboration with other organizations/group companies While the company can engage suitable Implementing Agencies to undertake approved CSR projects, the company can also partner with local governance bodies, such as Gram Panchayats, Civic Bodies, Municipality to directly undertake approved CSR projects with the help and support of these bodies.

5. ESG disclosure

The Company has always strived for maintaining high transparency and disclosure standards. The Company aims to effectively integrate ESG principles into its business model and adopt sustainable business practices as it scales the business in future, focusing on both financial and non-financial commitments and align our business strategy, performance and governance to build long term sustainable value for all our stakeholders. The Company aims to further strengthen the ESG disclosures in line with the requirements of various global ESG standards.

The ESG Committee is responsible for collecting information from the various businesses and functions on various ESG parameters on a periodic basis. This information is to be subsequently consolidated, analyzed and reported to the Chief Operating Officer for necessary oversight and the progress reports are to be presented to the Board periodically. Additionally, public disclosures are made on an annual basis or more frequently, in line with Indian and international reporting standards and practices.

6. Effect and Review

This framework replaces the Company's Business Responsibility Policy and comes into effect from April 21, 2023. This framework will be reviewed once in 3 years, or when significant changes occur, to ensure its continuing suitability, adequacy, and effectiveness.