



CORPORATE SUSTAINABILITY POLICY (Environmental, Social and Governance (ESG))

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1. INTRODUCTION

Corporate Sustainability management is an integral part of the business of Agarwal Packers & Movers Limited (APML) which goes beyond economic, legal or regulatory motives. The Company understands the social and ecological impact of our business and works towards being a responsible global organization by adopting sustainability practices in all levels of our business impacting overall performance of the Company. This policy defines the framework for sustainability at APML and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society

2. SCOPE

This policy applies to all levels of the organization across the Company and its subsidiaries.

3. VISION


To be an industry leader in implementing sustainable business practices which help maximize benefit to the environment and community.

4. OUR COMMITMENT

We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

5. POLICY

We at APML as a Logistics & Relocation business entity, recognizes the impact of its business operations on the 3 key pillars of sustainability, namely Environmental, Social and Governance impact. Hence it makes continuous efforts to optimize efficiency across the environmental,

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social and governance framework of the company. APML encourages involvement of all stakeholders and ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

6. ESG Principles :

APML is conscious of its responsibilities towards customers, employees as well as all other stakeholders to demonstrate our approach and commitment to ESG, we shall ensure the integration of the following core principles across our operations:

- Ensure compliance with all relevant and applicable statutory rules and regulations.
- Integration of environmental, social, and ethical governance criteria within our operations and business decisions.
- Demonstrate accountability to ESG-related concerns of all stakeholders.
- Embrace key international ESG standards and guidelines, relevant to our business and jurisdiction, and strive to adopt best practices to make the entire power generation value chain sustainable.
- Allocate resources towards training the workforce on ESG policy and commitments, and to instill an ESG conscious organization-wide culture.
- Regularly review ESG and associated policies considering new and emerging risks as well as stakeholder concerns.



Environmental Sustainability

Environmental Sustainability Goals

Aggarwal Movers & Packers Pvt Ltd (APML) (hereafter referred to as "the Company") is committed to conducting its business in a responsible and environmentally sustainable manner. The Company recognizes the importance of preserving the environment and minimizing the negative impact of its operations. Therefore, the Company has established a set of environmental sustainability goals to be achieved by 2030. This policy outlines these goals and describes the strategies that will be implemented to reach them.

By 2030, the Company aims to:

- Reduce greenhouse gas emissions: Achieve a 50% reduction in carbon emissions from our operations, relative to the 2021 baseline.
- Increase energy efficiency: Improve energy efficiency in our facilities and operations by 30% compared to the 2021 baseline.
- Transition to renewable energy: Ensure that 100% of our energy consumption is sourced from renewable energy sources.

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- Implement waste management strategies: Achieve zero waste to landfill and increase recycling rates to 90%.
- Enhance green transportation: Transition 100% of our fleet to electric or other environmentally friendly vehicles.
- Foster environmental awareness: Implement environmental training and awareness programs for all employees.
- Collaborate with partners: Engage with suppliers, customers, and stakeholders to drive sustainable practices across the value chain.

Strategies

To achieve these goals, the Company will implement the following strategies:

Greenhouse gas emissions reduction:

- Conduct regular energy audits to identify inefficiencies and opportunities for improvement.
- Invest in energy-efficient technologies and practices, such as LED lighting and HVAC systems.
- Implement energy management systems to monitor and optimize energy consumption.

Energy efficiency improvement:

- Set energy efficiency targets for each business unit.
- Monitor and report energy usage and efficiency regularly.
- Incentivize and recognize employees for achieving energy efficiency improvements.

Renewable energy transition:

- Install solar panels or other renewable energy systems at our facilities.
- Purchase Renewable Energy Certificates (RECs) to offset non-renewable energy consumption.
- Consider entering into Power Purchase Agreements (PPAs) for long-term renewable energy procurement.

Waste management:



- Implement waste segregation at source and improve recycling infrastructure.
- Collaborate with waste management service providers to ensure proper waste disposal.
- Encourage employees to reduce, reuse, and recycle materials.

Green transportation:

- Replace conventional vehicles with electric or other environmentally friendly alternatives.
- Implement route optimization software to minimize fuel consumption and emissions.
- Encourage employees to use public transportation or carpooling for commuting.

Environmental awareness:

- Develop and implement environmental training programs for employees.
- Organize regular workshops, seminars, and webinars on sustainability topics.

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c. Include sustainability performance indicators in employee performance reviews.

Collaboration with partners:

- a. Establish sustainability requirements for suppliers and service providers.
- b. Collaborate with customers to reduce the environmental impact of their relocation process.
- c. Participate in industry forums and networks to share best practices and drive sustainable development.

Monitoring and Reporting

The Company will establish a monitoring and reporting system to track progress towards its environmental sustainability goals. Progress reports will be shared with internal and external stakeholders and will be published annually in the Company's sustainability report.

Continuous Improvement


The Company is committed to continuous improvement in its environmental performance. The environmental sustainability goals and strategies will be reviewed and updated periodically to ensure that they remain relevant and aligned with the Company's overall business objectives and the evolving environmental

Social Sustainability

Principles for social sustainability and occupational health and safety:

- Promote and encourage, a safe and healthy working culture by engaging with our workforce, customers, and other stakeholders periodically.
- Respect the human rights of all stakeholders (employees & workers, suppliers, vendors, local communities including indigenous people, customers, etc.) in line with APML's human rights policy, across APML's operations.
- Offer equal employment opportunities to all and ensure zero tolerance to discrimination or harassment in any form.
- Establish and maintain effective grievance redressal channels for all stakeholders (including own and third-party staff).
- Prevent child labour and forced labour in any form, within own operations.
- Strive to identify and mitigate the risks related to child Labour / forced labour within supply chains by putting in place adequate risk assessment procedures and raising awareness among the value chain stakeholders about child Labour / forced labour.
- Ensure all employees are responsible for the promotion of and adherence to health and safety measures in the workplace.

Human Resources Development and Well-being of employees

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The present global business scenario has metamorphosed the Human Resource Management function to emerge from the erstwhile roles of control and direction to consensus and commitment. This means that the new agenda for the Human Resource Management function is to emerge as a champion for:

- Organizational transformation to global performance standards Aligning people with business strategy
- Culture building, mentoring, inculcating values and personality development for positive action with the objective of overall development of the employees and organization
- Delivering world class HR processes that develop leadership capability, organizational performance and strategic employee competencies.
- Ensuring the wellbeing of employees at all levels

APML is committed to continue to take steps to promote a safe and conducive work environment for its employees and will provide guidance on occupational health and safety, appropriate healthcare benefits and medical cover to all its employees.

DIVERSITY EQUITY AND INCLUSION STRATEGY

APML believes that everyone has a right to be treated with dignity and respect, and to be provided with equal opportunities to flourish and succeed in an environment that enables them to do so. We also value diversity of thought and experience within inclusive groups, organizations and the wider community.

APML is striving to create an inclusive workplace where everyone feels valued and respected because of their difference - a place where every employee can be themselves so they can reach their potential and help us achieve our business goals.

This diversity and inclusion strategy provides a road map to create an inclusive workplace & the commitment of every employee to understand what we are trying to achieve, to work together and be open to change.

Goals:


Workforce diversity - Recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective (basic characteristics like age, gender, race etc.)

Workplace inclusion - Foster a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential and increase retention.

Equity & Sustainability - Ensuring that everyone is given equal access to resources and opportunities to utilize their skills and talents. Taking a systems approach to what we do and how we do it and identifying and removing long standing, structural barriers to success.

Governance Sustainability

This policy aims to integrate sustainability principles into our corporate governance and operational strategies to enhance long-term value for our stakeholders, including employees, customers, investors, and the broader community.

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Principles for good governance:

- Develop and implement a robust and effective corporate governance framework, adhering to applicable national regulatory requirements, and in line with leading global guidance on good corporate governance.
- Establish robust internal controls to ensure compliance with policies and practices.
- Ensure transparency and objectivity in dealing with all our stakeholders.

Policy Applicability and Communication

This policy applies to all business units of APML including subsidiaries, associate companies, and joint ventures that are under its control. This policy applies to and shall be communicated to all staff (both permanent and third-party) at all levels and all functions of the organization. APML shall allocate appropriate resources and conduct in-house training to ensure the effective implementation of the ESG policy.



Linkages to Other Internal Policies

In addition to this ESG policy, APML has also established other policies which complement this ESG Policy and demonstrate our commitment to good governance practices and to promote a sustainable, environmentally conscious, diverse, fair, transparent and decent working culture, as listed below:

- Environment Policy
- Diversity Equity And Inclusion Policy
- E-Waste Management Policy
- Human Rights & Non-Discrimination Policy
- GHG Policy
- Public Health Crisis Policy
- Health & Safety Policy

Review & Feedback Process of ESG

APML is committed to providing valuable services that offer best-in-class quality and user experience. The company endeavors to provide sustainably services to our intentional clients. The below review process for ensuring that Environmental, Social, and Governance (ESG) goals are achieved involves several key steps and components. This process helps APML to monitor their progress, identify areas for improvement, and ensure accountability. Here's a detailed overview of the review

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process:

- **Internal Audits and Assessments**

Periodic Internal Audits: Conduct internal audits to ensure data accuracy and compliance with ESG policies.

Self-Assessments: Encourage departments to perform self-assessments to identify gaps and areas for improvement.

- **Management Review**

Executive Oversight: Ensure senior management and the board of directors regularly review ESG performance.

Strategic Adjustments: Make strategic adjustments based on performance reviews to stay on track with ESG goals.

- **Continuous Improvement**

Action Plans: Develop action plans to address any identified gaps or areas needing improvement.

Training and Development: Provide ongoing training and resources to employees to enhance their understanding and contribution to ESG goals.

Innovation and Best Practices: Encourage innovation and adopt best practices to continuously improve ESG performance.

- **Transparency and Communication**

Internal Communication: Keep employees informed about ESG goals, progress, and any changes in policies or practices.

External Communication: Maintain transparency with external stakeholders through regular updates and disclosures.


- **Training and Development**

Employee Training:

Provide regular training and development programs to educate employees on sustainability practices and their role in achieving the company's sustainability goals.

Leadership Development:

Develop programs to enhance the sustainability knowledge and skills of senior leaders and board members.

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