

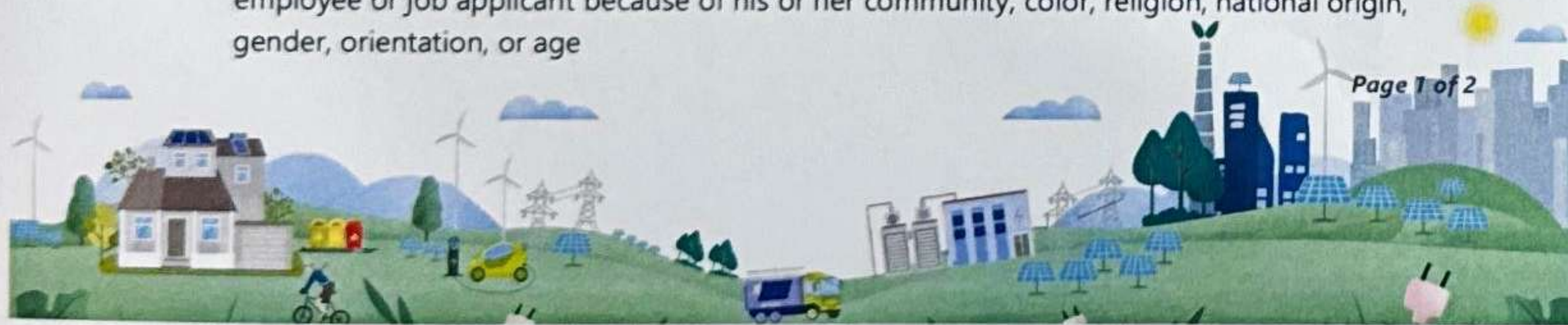
**Environment Health Safety & Social (EHS&S) Policy**

Mahindra Susten Pvt. Ltd. is a leading Independent Power Producer (IPP) in India and aspires to become the World's most admired brand in renewable energy.

Mahindra Susten commits to comply to all EHS&S regulations and internationally accepted E&S guidelines/standards (as per the applicable reference framework) and enhancement of EHS&S Performance of the portfolio through implementation of responsible EHS&S management processes and preventive measures. The company commits to the applicable reference framework in order to avoid, eliminate, control, minimize and mitigate EHS&S risks and impact.

This policy applies to our sector office, construction sites, and ongoing operations. The principals we follow are: -

- Comply with all applicable national and state level legal requirements and regulations pertaining to environment, health & safety and social aspects
- Benchmark environmental and social compliance against the international standards
- Implement, maintain and continually improve its management systems, process and practices that enable a safe work environment, protect the health of employees and workers, use resources optimally reduce pollution and ensure integrity of its contractors and subcontractors
- Regularly assess the potential E&S impacts, and risks associated with business operations and make sustained efforts to reduce the identified impacts by implementing good international industry practices (GIIP) in its operations
- Protect valuable natural resources, such as water, air and soil from contamination/degradation through products, services, processes by ensuring strong waste management procedures and resource efficiency interventions and take precautions to avoid environmental pollution.
- Plan for emergency support systems for handling emergencies including accidents, blackouts and natural calamities, climate change impact
- Maintain safe and conducive environment at workplace to achieve a zero accident rates
- Employ capable and trained human resources and build competency by providing necessary awareness and culture building activities on environment, health and safety
- Encourage/support the adoption of an environment friendly approach by vendors (suppliers and contractors) for commitment of management and all stakeholders to the cause of protecting the environment
- Committed to an equal opportunity employer and does not discriminate against any employee or job applicant because of his or her community, color, religion, national origin, gender, orientation, or age



- Strongly opposes the use of child labour and does not employ persons below 18 years of age
- Strongly oppose gender-based violence and harassment, and mandate that its vendor(s) will oppose gender-based violence and harassment
- Strongly oppose any form of modern slavery or forced labour within the workforce or vendors and implement sufficient systems to monitor the same
- Recognizes that all employees have a right to work in an environment in which the dignity of individuals is respected and which is free from harassment. It is committed to eliminating intimidation or harassment of or in any form
- Safeguard the interests of stakeholders and affected communities through periodic engagement participation and information disclosure, and effective management of grievances resulting from operations and services as well as any unplanned events
- Implement necessary safeguards to maintain the identity, dignity, and protect human rights of all the employees
- Implement socially useful programs for welfare and sustainable development of the local community through targeted Corporate Social Responsibility (CSR) initiatives
- Maintain the identity, dignity, and human rights of all the employees and implement necessary safeguards for the protecting the human rights of employees
- Establish an information disclosure and reporting mechanism to apprise relevant environmental and social information to relevant stakeholders, and especially to the impacted community.
- Establish procedures to monitor and measure the effectiveness of the management program, as well as compliance with any related legal and/or contractual obligations and regulatory requirements
- Establish key E&S performance indicators through adoption of E&S goals and objectives and ensure continuous improvement through performance evaluation across all operations

The primary agency / personnel responsible for implementing this policy and its objectives across the organization are the ESMS Committee of Mahindra Susten. In order to meet its objectives successfully, the same shall be supported by other departments.

*Deepak Thakur*

**Deepak Thakur**  
Managing Director & CEO  
Date: 30<sup>th</sup> January 2024

