

BUSINESS RESPONSIBILITY SUSTAINABILITY DEVELOPMENT POLICY



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TECHKNOWGREEN SOLUTIONS LIMITED

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CIN: U90000PN2023PLC217501

Business Responsibility Sustainability Development Policy

1. Background

We at Techknowgreen Solutions Limited (hereinafter referred to as “TSL” / “Company” / “We” / “Our”) are engaged in the Design, Engineering, Manufacture, Supply, Trading, Erection, Commissioning of Water and Wastewater Treatment Plant and providing Environmental Legal Consulting, Environmental Clearances, allied environmental services, and sustainability services.

The Policy manual encompasses the aspects covered by the Nine (9) principles established by the Ministry of Corporate Affairs, Government of India in March 2019, known as the National Guidelines on Responsible Business Conduct (NGRBC).

2. Scope and Applicability

This policy manual is applicable to TSL’s PAN India operations. TSL complies with this policy manual which is applicable to the Company's operations and services all over India. The manual outlines the Company’s commitment to sustainable practices, including environmental protection, social responsibility, and good governance. By following this Policy Manual, TSL is demonstrating its commitment to promoting sustainable business practices proactively.

3. Objective

Ensuring a unified and common approach to the dimensions of Business Responsibility and Sustainability across TSL.

The Company has adopted the following 9 Principles of BRSR, prescribed in the SEBI Guidelines

BRSR Principles	
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable
Principle 2	Business should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Business should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

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4. Policy Manual Statements

The Principles of the National Guidelines on Responsible Business Conduct are organized into nine thematic pillars that encompass various aspects of responsible business conduct. These principles are interdependent, interrelated, and non-divisible and all businesses are urged to address them holistically.

Principle 1- Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

- i. The Code of Conduct of the Company applies to all employees, members of the Board of Directors, the Senior Management Team, and the Audit Committee to enforce the principles of integrity, honesty, and ethical conduct. Furthermore, the Company shall make sure that the code of conduct is extended to all stakeholders (including customers, investors, suppliers, service providers, agents, channel partners, and community) across all business operations.
- ii. The Company shall be responsible for establishing and implementing effective governance structures, policies, programs, and procedures to uphold ethical conduct across all levels, prevent violations, and ensure fair competition while protecting the interests of the Company and its stakeholders.
- iii. The Code of Conduct of the Company guides all employees to avoid situations of any conflicts of interest in their routine activities and strictly forbids any unethical behavior, illegal practices, bribes, or corruption of any form. This includes refraining from offering gifts, entertainment, or cash in exchange for business services or influencing a business decision.
- iv. The Company is committed to ensuring responsible business practices among all stakeholders. To uphold this commitment, the company shall establish a secure channel for stakeholders to report any unethical or improper activities occurring within the company.
- v. The Company shall disclose information that may impact stakeholders, in a timely and appropriate, maintaining the highest transparency and accountability standards.
- vi. The Company competes in an ethical and legitimate manner and prohibits all actions that are anticompetitive or otherwise contrary.
- vii. The Company shall be committed to maintaining high standards of compliance with payments and taxes in accordance with the law.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

- i. The Company remains committed to ensuring that its products and services meet all applicable statutory environment and safety standards, regulations, and requirements.
- ii. To minimize any negative effects, the Company shall adopt resource-efficient and low-carbon technologies and processes, wherever possible.

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iii. The Company shall ensure the disposal of all types of waste in a responsible manner.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

- i. The company shall ensure that all regulations concerning its employees are complied.
- ii. The Company shall ensure that all employees are given equal opportunities in hiring, recruitment, training, and promotion regardless of race, color, religion, gender, national origin, ancestry, age, marital status, sexual orientation, creed, or disability.
- iii. The company shall uphold the rights of all employees.
- iv. The Company shall be committed to ensuring the prohibition of the use of child labor, coercive/bonded/forced labor, or any form of involuntary, paid, or unpaid labor.
- v. The Company shall ensure that all employees, including casual and contract labor, are paid fair living wages without any discrimination.
- vi. The Company shall uphold the dignity of its employees by providing a workplace environment that is harassment-free, safe, hygienic, accessible, and promotes work-life balance. The company should also engage and consult with its employees on improving the workplace environment.
- vii. The Company shall ensure continuous upgradation of skill and competence of all employees by providing access to necessary learning opportunities on an equal and non-discriminatory basis.
- viii. The Company ensures Grievance Redressal mechanisms for employees including contract and casual labor.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

- i. The Company should acknowledge, take responsibility, and is transparent about the impact of its policies, decisions, products, operations, and practices on all stakeholders and the natural environment.
- ii. The Company shall identify and engage with its stakeholders in a consistent, transparent, and systematic manner.
- iii. The Company shall strive to ensure that the value generated by the business is fairly beneficial to all stakeholder groups, and any issues arising from any conflicts should be resolved in a fair and equitable manner.

Principle 5: Businesses should respect and promote human rights

- i. The Company shall communicate the Policy on Human Rights to all its employees to familiarize them with its key elements.
- ii. The Company shall establish a robust and transparent grievance redressal system for all stakeholders to address human rights violations/ complaints and its impacts. Also, the company shall appoint a committee to ensure that human rights impacts are addressed.
- iii. The company shall, within its sphere of influence, promote the awareness and realization of human rights across its value chain, wherever possible and feasible.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

- i. The Company shall ensure the disposal of all types of waste in a responsible manner.
- ii. The Company shall work on developing key performance indicators (KPIs) related to ESG wherever possible. Those shall be tracked, monitored, and reported to its stakeholders as suitable.
- iii. The Company shall encourage and motivate stakeholders, to adopt sustainable practices wherever possible and feasible.
- iv. The Company shall enhance its environmental performance by implementing appropriate measures.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

- i. The company shall participate and promote public and regulatory policies whenever it is possible and practical to do so.

Principle 8: Businesses should encourage inclusive growth and equitable Development

- i. The Company endeavors to innovate and invest in technologies, and processes that promote the well-being of Society and the Environment.
- ii. At present CSR is not applicable by virtue of the company but we will voluntarily implement CSR programs.
- iii. The Company shall respect all forms of intellectual property and traditional knowledge and make efforts to ensure that benefits derived from their knowledge are shared equitably and socially.

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

- i. The Company shall maintain high standards of fairness when designing, advertising, marketing, and selling its products and services.

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- ii. The Company shall accurately and honestly disclose information on trademarks, labels, standards, and graphics, in compliance with relevant laws and regulations, to prevent unfair competition practices. Additionally, the Company will strive to promote competition in the market by providing consumers with freedom of choice and access to competitive offerings.
- iii. The Company shall take consistent efforts to maintain the data privacy of its customers and adhere to their right to privacy.
- iv. The Company shall implement a transparent, effective, and fair grievance redressal system and process to address consumer concerns and complaints.

5. Grievance Redressal Mechanism

TSL provides its stakeholders a grievance channel for reporting any issues or concerns at grievances@techknowgreen.com

6. Governance and Review Mechanism

This policy is enforced from 07.07.2023. TSL shall annually review and amend the policy when required based on the latest government regulations/guidelines and TSL's internal guidelines.