



# ESG

# POLICY



# VIKAS GROUP

## ESG POLICY

### Purpose & Commitment:

Vikas Group is committed to integrate ESG (Environmental, Social & Governance) principles into all aspects of its operations. Recognizing ESG as a strategic priority rather than just a reporting requirement, the company aims to embed these values into its culture and daily decision-making. This ESG Policy outlines Vikas Group's position on ESG matters and provides guidance for stakeholders to align with these principles.

### Scope:

This Policy applies to all the units/verticals/subsidiary or holding companies of the Vikas Group. Furthermore, we expect our business partners, including our suppliers and customers, to comprehend and agree with this Policy and cooperate with us in ensuring that their business operations align with it.

### Our Focus Areas:



**Environmental Focus:** Vikas Group is committed to environmental sustainability by integrating eco-friendly practices across operations. The policy emphasizes compliance with environmental laws, reducing GHG emissions, optimizing resource use, promoting waste reduction through 3R principles, and enhancing biodiversity. Key initiatives include zero waste to landfill, Zero Liquid Discharge, increased use of renewable energy, green product development, and active advocacy for climate action and environmental protection.



**Social Focus:** At Vikas Group, we are committed to driving positive social impact through ethical practices, inclusive initiatives, and active community engagement. We strive to reduce social inequalities and enhance the well-being, health, and confidence of individuals and communities. Our workplace prioritizes safety, health, and inclusivity, with a zero-tolerance policy for discrimination or harassment. We champion diversity and are dedicated to continuous improvement in our working environment.



**Governance Focus:** At Vikas Group, we are committed to implementing robust governance practices that promote accountability, transparency and ethical decision-making at all levels of the organization. We shall comply with National, International laws and regulations applicable at our area of operations and strive to practice transparent and fair corporate management. We aspire to follow ethical business practices and strive for responsible & Sustainable Supply Chain.

**Our ESG Goals by FY 2030-31 (from base year FY 2023-24):**

- 1. Net Zero in Scope 1 & Scope 2
- 2.Reduction in Energy Intensity by 5 % year on year
- 3.RE 100 %
- 4.40 % Reduction in Fresh Water Consumption
- 5.Reduction in non-hazardous waste by 50 %
- 6.Reduction in hazardous waste by 25 %
- 7.Zero waste to landfill
- 8.Diversity Ratio to be 30 %
- 9.80 % employees to be covered in Training & Development
- 10.Minimum 32 manhours training/ employee every year

