
ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) POLICY

Objective: PTC India Limited (PTC) reaffirms its commitment towards Green evolving economy, as technology evolves, to bring in equitability of resource consumption, sustainability of growth and taking along diversified needs of community. These commitments are expected to get fulfilled through our ESG principles which shall enable us to make a sustained & scalable impact business & financing decisions, communities, environment etc.



PTC endeavours to fulfil its ESG objectives through:

1. Environmental Commitments:

- a. Transition to Renewable Energy [SDG 7 & 13]
- b. Net Carbon Neutrality by 2030. [SDG 7 & 13]
- c. Reduction in Energy Intensity. [SDG 7 & 13]

PTC India Limited (PTC) is committed to a clean, safe and healthy environment and shall operate its facilities across the value chain of its product & services to customers in an environmentally sensitive and responsible manner.



PTC will comply with all applicable environmental legislation(s) and endeavour to

- a. Conserve natural resources by improving operational efficiency, reducing wastage(s), preventing pollution, and rational and sustainable use of water and other resources.
- b. Integrate environmentally sound technologies and best practices for continual improvement in environmental performance by institutionalizing a robust Environment Management System.
- c. Offset our Carbon consumption component with available options.
- d. Proactively assess risks and opportunities and take business decisions to enable sustainable environmental performance across all its operations.
- e. Consider environmental factors in capital investments such as mergers and acquisitions.
- f. Consider environmental factors while selecting supply chain partners. The details of the same is available in the "Sustainable Procurement Policy".
- g. Communicate this Policy & Inculcate environmental consciousness amongst all the stakeholders.
- h. Foster a culture of responsibility through periodic awareness and trainings for workforce and embedding environmental stewardship within our business.
- i. Periodically review this policy for applicability, relevance, effectiveness, and congruence with the continuously evolving business environment.

2. Social Commitment:

- a. Empowered Community : The initiatives proposed are in following fields
 - Reduced Inequality [SDG -5]
 - Quality Education & Healthcare [SDG – 4 & 10]
 - Rural Development [SDG – 10]
- b. Rewarding Work Place:
 - Training & Development – SDG -8
 - Diversity & Inclusion – SDG -5 & 10
 - Employee Rewards & Recognition – SDG -8
 - Employee Health & Well-being [SDG -3]
 - Employee Engagement [SDG -8]

3. Governance Commitment:

- c. Secure Network:
 - Data Governance Policy [SDG -8]
 - Zero Data Breach [SDG -8]
- d. Robust Governance

- Corporate Governance Policies [SDG -8]
- Board Committees & composition [SDG -8]
- Green Finance framework [SDG -8]
- Sustainable association & membership [SDG -17]
- Supplier Sustainability [SDG -17]
- Risk Mapping & management [SDG -8]

2. Review & Assurance:

- a. This policy will be reviewed periodically and updated for relevance and effectiveness.
- b. All commitments made in the policy will be internally reviewed annually for adherence. The assurance audit and third-party due diligence will be done wherever required for identification of gaps and non-conformance.
- c. ESG oversight committee (a Board level subcommittee) is the top-level committee for target setting on identifiable ESG commitments and accountability.

- 3. Applicability:** This policy is applicable and binding to all employees working for us at all levels and grades, including Directors, senior executives, Officers, Employees (whether permanent, fixed term or temporary), trainees, seconded staff, casual workers, or any other person associated with us (PTC).
