



Environmental, Social, and Governance (ESG)

Policy Framework

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ENVIRONMENTAL SOCIAL AND GOVERNANCE (ESG) POLICY AND FRAMEWORK

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1. ESG POLICY – INTRODUCTION

We are committed to embedding sustainability, social responsibility, and ethical governance into all aspects of our operations. This policy outlines our approach to creating long-term value for stakeholders while minimizing environmental impact and fostering positive societal outcomes.

2. PURPOSE

This Environmental, Social and Governance (“ESG”) Policy Framework (“Policy”) establishes Tejas Networks Limited’s (“the Company”) strategic commitment, guiding principles, and governance approach to sustainable and responsible business conduct.

The Policy aims to:

- i. Integrate ESG considerations into strategy, operations, risk management, and decision-making.
- ii. Support long-term value creation for shareholders and other stakeholders.
- iii. Ensure compliance with SEBI BRSR requirements, applicable laws, and leading global ESG standards.
- iv. Embed ESG into the Company’s culture, supply chain, and performance management.

3. ESG VISION

Our vision for Net Zero is a world where sustainability, equity, innovation, and collaboration intersect to create a cleaner, greener, and more just planet for all. We are committed to taking bold, decisive action to achieve this vision and pave the way for a sustainable future.

The Company is committed to conducting its business in a manner that protects and restores the environment, respects human rights, promotes inclusion, safeguards employee well-being, and upholds the highest standards of ethical governance and transparency.

4. SCOPE & APPLICABILITY

This Policy applies to:

- Tejas Networks Limited
- Its subsidiaries (as applicable)
- Employees, directors, contractors, and business partners
- Suppliers and vendors through contractual ESG expectations

5. ESG GOVERNANCE FRAMEWORK

5.1 Board Oversight

- The Board of Directors has ultimate responsibility for ESG oversight
- A Board-level ESG Committee provides strategic direction and oversight

5.2 Management Responsibility

A Management ESG Committee is responsible for implementation, execution, monitoring, and reporting. Progress, risks, and deviations are periodically reported to the Board ESG Committee.

5.3 Integration with Risk Management

- ESG and climate-related risks are integrated into the Enterprise Risk Management
- Climate scenario analysis is undertaken periodically

6. ESG PRINCIPLES & FOCUS AREAS

6.1 ENVIRONMENTAL STEWARDSHIP

The Company is committed to minimizing environmental impact and supporting climate resilience.

Key Focus Areas

- Energy efficiency and renewable energy adoption
- Greenhouse gas emissions management
- Water stewardship and responsible consumption
- Waste reduction, recycling, and e-waste management
- Reduction of plastic and paper usage

Approach

- Environmental considerations integrated into business decisions
- Performance tracked using defined KPIs
- Compliance with environmental laws and standards
- Continuous improvement through targets and monitoring

6.2 CUSTOMER RESPONSIBILITY & PRODUCT STEWARDSHIP

The Company is committed to fair, transparent, and ethical dealings with customers.

Key Focus Areas

- Customer centricity and fair marketing practices
- Product quality, reliability, and service excellence
- Data privacy and cybersecurity
- Ethical selling and contract practices

The Company shall protect customer data and maintain robust IT and information security controls.

6.3 HUMAN CAPITAL & SOCIAL RESPONSIBILITY

The Company recognizes employees as a key driver of sustainable success.

Workplace Ethics & Conduct

- Compliance with the Code of Conduct
- Prevention of conflicts of interest
- Zero tolerance for misconduct or unethical behaviour

Human Rights

- Respect for internationally recognized human rights
- No tolerance for forced, child, or bonded labour
- Due diligence across operations and supply chain

Diversity, Equity & Inclusion

- Equal opportunity across gender, caste, religion, disability, and background
- Promotion of inclusive culture and leadership diversity

Health, Safety & Well-being

- Safe and healthy workplaces
- Strong occupational health & safety systems

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- Zero tolerance for harassment or abuse
- Adherence to ISO 45001

Learning & Development

- Continuous learning and skills development
- ESG aspects awareness and training for employees, relevant contractors, and Value chain partners

6.4 RESPONSIBLE SUPPLY CHAIN & PROCUREMENT

The Company expects suppliers and partners to adhere to responsible business practices.

Key Focus Areas

- Supplier Code of Conduct implementation.
- ESG risk assessment of suppliers.
- Human rights, labour standards, ethics, and compliance.
- Scope 3 emissions awareness and reduction.
- Local sourcing and environmentally preferred procurement.

Corrective action and escalation mechanisms shall be applied for high-risk suppliers.

6.5 CORPORATE GOVERNANCE & ETHICAL CONDUCT

The Company upholds strong governance practices founded on integrity and transparency.

Core Commitments

- Compliance with Companies Act, SEBI, and applicable laws.
- Anti-bribery, anti-corruption, and whistleblower protection.
- Data privacy, cybersecurity, and information security.
- Fair taxation and regulatory compliance.

The Board shall promote ethical leadership and accountability across the organization.

6.6 RISK MANAGEMENT & CLIMATE RESILIENCE

The Company integrates ESG and climate risks into risk management processes.

Approach

- Identification of ESG-related risks and opportunities.
- Climate risk assessment (physical and transition risks).
- Scenario analysis and resilience planning.
- Monitoring and mitigation strategies.

6.7 COMMUNITY & CSR

The Company contributes to inclusive and sustainable community development through its CSR initiatives.

Focus Areas

- Education and skill development
- Healthcare and community well-being
- Environmental sustainability and ecology
- Rural and marginalized community development

7. ESG PERFORMANCE, TARGETS & INCENTIVES

- ESG objectives shall be supported by measurable targets and roadmaps.
- Progress shall be periodically reviewed.
- Where appropriate, ESG performance may be linked to leadership performance evaluation and incentives.

7.1. SUSTAINABILITY GOALS

Environment

- Reduce waste generation and support circular economy practices.
- Conserve freshwater resources and promote circular water usage.
- Increase adoption of renewable energy sources.
- Improve energy efficiency across all facilities and processes.
- Reduce greenhouse gas emissions across operations and the value chain.

SDG Alignment: SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action).

Social

- Enhance community engagement through CSR initiatives and employee volunteering.
- Uphold human rights across operations and the supply chain.
- Attract, develop, and retain talent through continuous learning and development.
- Foster a diverse, equitable, and inclusive workplace.
- Promote employee health, safety, and well-being through a zero-harm culture.

SDG Alignment: SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

Governance

- Promote responsible sourcing and lifecycle-based product design.
- Ensure compliance with applicable laws, regulations, and standards.
- Safeguard data privacy and ensure information security.
- Maintain ethical and transparent business practices.

SDG Alignment: SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnerships for the Goals)

Cross cutting

- Invest in the development of sustainable products.
- Adopt recyclable and eco-friendly packaging solutions.
- Ensure responsible sourcing throughout the value chain.
- Embed lifecycle thinking into Product design and delivery.

7.2. SUSTAINABILITY TARGETS

- Achieve Net Zero greenhouse gas emissions by 2045.
- Achieve a 25% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2032.

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- Transition to 100% renewable energy through solar, PPAs, and grid optimization by 2032.
- Integrate circular economy principles into all product designs by 2030.
- Achieve 70% sustainable packaging usage by 2030.
- Conduct ESG assessments for strategic value chain partners covering at least 50% of total spend by FY27.
- Maintain zero incidents of data breaches or privacy violations.
- Ensure all employees are trained on the Code of Conduct.
- Resolve 100% of stakeholder grievances satisfactorily.
- Ensure 100% statutory CSR compliance annually.
- Provide a minimum of eight hours of training per employee annually.
- Maintain zero fatalities and zero Lost Time Injury Frequency Rate (LTIFR).
- Obtain and sustain ISO 45001 certification across all operational sites by 2028.
- Ensure 100% wastewater is treated by 2030.

This focus will be achieved through energy efficiency, renewable energy, responsible procurement, innovation, training and awareness, supplier engagement, robust compliance, effective governance frameworks, and a commitment to continuous improvement.

8. ESG DATA, DISCLOSURE & ASSURANCE

The Company is committed to transparent, accurate, and reliable ESG disclosures.

Disclosure Framework

- SEBI Business Responsibility and Sustainability Report (BRSR)
- Sustainability / Annual / Integrated Reports
- Other disclosures as required by regulators, customers, or investors

Data Governance

- Clear ownership of ESG data.
- Internal controls and validation.
- Consideration of independent ESG assurance.

9. PROCEDURE

Activity	Description	Responsible Team
Policy Review & Approval	Review and approve ESG Policy, set strategic direction, and ensure alignment with organizational goals.	Board Members & Sustainability Committee
Strategy Integration	Integrate ESG principles into business strategy, allocate resources, and communicate priorities across all functions.	Management Committee (COO, CEO, CTO, CFO, CHRO)
Assign ESG Owners	Nominate functional heads as ESG Owners for the Environment, Social, and Governance pillars; define roles and responsibilities.	Management Committee & ESG Champion
Champion Coordination	ESG Champions and Coordinators drive ESG initiatives, ensure cross-functional collaboration, and monitor progress.	ESG Champion & ESG Coordinators
Working Committee Formation	Form ESG Working Committees for each pillar to execute projects, track KPIs, and report progress.	ESG Owners & Working Committees

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Cross-Cutting Activities	Implement initiatives that span multiple ESG pillars, such as Responsible Procurement, Product Sustainability, Lifecycle Design, and Ethical Business Practices. Ensure collaboration between the Environment, Social, and Governance teams.	ESG Champion, Functional Heads & Crosscutting Leads
Environmental Actions	Execute programs for GHG reduction, renewable energy transition, water conservation, waste management, and eco-friendly packaging.	Environment Owners & Working Committee
Social Actions	Promote health, safety, diversity, inclusion, human rights, and community engagement through CSR and volunteering programs.	Social Owners & Working Committee

10. STANDARDS & REFERENCE FRAMEWORKS

The Company's ESG approach aligns with:

- SEBI BRSR
- GRI Standards/TCFD / IFRS Sustainability Standards
- UN Sustainable Development Goals
- Applicable national and international regulations

11. REVIEW & AMENDMENT

This Policy:

- Shall be reviewed at least once every three years, or earlier if required.
- May be updated to reflect regulatory changes, stakeholder expectations, or business strategy.
- Any amendments shall be approved by the Board of Directors.

Effective Date

This ESG Policy Framework shall come into effect from 15th April 2026, replacing the earlier ESG Policy Framework.

12. CONTACT DETAILS

For any queries, ESG team ESG-Safety@tejasnetworks.com

13. VERSION CONTROL

Version	Author and Date	Reviewed By and Date	Reviewed, Approved by, and Date	Approved By COO/CEO/BoD, and Date	Change Control
1.00	Sneha V 21.04.2023	Satish Keshavanarayan 21.04.2023	N R Ravikrishnan 21.04.2023	Board of Directors 21.04.2023	Initial Document
1.01	A V Pooja 01.01.2026	Harsha M 10.01.2026	S R Venkatesh 20.02.2026	Board of Directors 15.04.2026	Policy updated to align with BRSR and SDGs requirements.