

Environmental & Sustainability Policy

Ethosphere Consulting Pvt Ltd

Effective Date: 01/11/2025 **Next Review Date:** 31/10/2026

Location: Bengaluru, Karnataka, India

1. Purpose

Ethosphere recognises that our consulting activities have an environmental footprint and a responsibility to manage our resource consumption, minimise waste and support sustainable practices. This policy sets out our commitment to environmental management and continuous improvement.

2. Scope

This policy applies to all staff, contractors, consultants, and operations of Ethosphere, including office-based work, travel, site visits, procurement of goods and services, and digital/physical document use.

3. Commitment

We commit to:

- Complying with applicable environmental legislation, regulations, and standards in India, including Karnataka state requirements.
- Preventing pollution and minimising environmental impact from our operations, travel, and procurement.
- Improving resource efficiency (energy, water, materials) and minimising waste generation.
- Promoting digital workflows and reducing paper use.
- Encouraging suppliers and contractors to adopt environmentally responsible practices.
- Monitoring, measuring, and reporting relevant environmental metrics, and setting achievable targets for reduction.
- Fostering a culture of environmental awareness among our team and stakeholders.

4. Roles & Responsibilities

- The Principal Consultant/Managing Director has overall responsibility for this policy's implementation and review.
- Each team member is responsible for integrating the commitments into their daily work and reporting identified opportunities or issues.
- All contractors/suppliers engaged by Ethosphere must abide by the expectations set out in our Supplier Code of Conduct (see Policy 5).

5. Resource Efficiency & Waste Management

- We will monitor and aim to reduce energy consumption through efficient devices, lighting, and heating/cooling practices.
- We will minimise water usage and ensure responsible disposal of any wastewater.
- Waste will be segregated into appropriate bins (general, recyclables, e-waste) and handled via authorised waste-management routes.

- Wherever possible, we will adopt reused, refurbished, or low-impact materials and travel choices with lower carbon footprints.

6. Travel & Site Visit Practices

- We will give priority to virtual meeting options. If travel is necessary, we will choose lower-carbon transport modes (public transport, car-pooling) where practical.
- Site visits will include an environmental impact check (e.g., waste management at site, transport policy) as part of our standard reporting.

7. Monitoring & Continuous Improvement

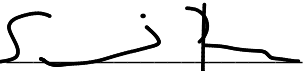
- Baseline environmental metrics (e.g., electricity usage, paper consumption, travel miles) will be collected annually.
- We will set measurable targets (for example: reduce paper use by X% within 12 months; reduce travel emissions by Y%) and review progress at each annual review.
- This policy and our performance will be reviewed at least annually or when significant changes occur.

8. Communication & Training

- This policy will be communicated to all new staff, consultants and relevant suppliers.
- Training and awareness sessions will be held annually covering practical steps to reduce environmental impact.

9. Policy Governance

- This policy is endorsed by senior management and will be publicly available (e.g., on our website or internal portal).
- Non-compliance or significant deviations will be reported and investigated, corrective actions will be implemented.

Signature:  **Date:** 01/11/2025
Name & Role: Sanchi Poovaya, Director