

# **BITMUTEX TECHNOLOGIES PRIVATE LIMITED**

## **ESG POLICY**

Version - 1

## Document Release History

Sl. No.	Version Number	Release Date	Prepared By	Reviewed & Approved By	Reasons for New Release
1	1	12.02.2022	Adarsh Sureka	Amit Kumar Nandi	Need of a model ESG Policy

Bitmutex Technologies Private Limited (BTPL), recognizes that its activities and operations have an impact on the environment, society, and the economy. Therefore, the company is committed to operating its business in a sustainable manner by addressing Environmental, Social, and Governance (ESG) issues. This policy outlines our commitment to promote sustainable practices and responsible business conduct.

### **Scope:**

This policy applies to all employees, contractors, suppliers, partners, and stakeholders of BTPL. It covers all the business activities and operations of the company.

### **Guidelines:**

#### Environmental:

BTPL is committed to minimizing its environmental impact by:

- Complying with all applicable environmental laws and regulations
- Identifying and minimizing the environmental risks associated with our operations
- Promoting the efficient use of resources such as energy, water, and materials
- Reducing waste generation, promoting recycling and responsible disposal of waste
- Encouraging the use of renewable energy sources
- Assessing the environmental impact of our products and services and taking measures to minimize it
- Educating employees and stakeholders about environmental issues and sustainable practices

#### Social:

**BTPL** is committed to promoting social well-being by:

- Respecting human rights and promoting diversity and inclusivity
- Ensuring a safe and healthy working environment for employees
- Promoting equal opportunities and non-discrimination in the workplace
- Supporting the development of communities in which we operate
- Promoting ethical business practices and preventing corruption
- Encouraging employee engagement and volunteerism in social initiatives

**Governance:**

BTPL is committed to promoting good governance

by:

- Ensuring compliance with all applicable laws, regulations, and ethical standards
- Promoting transparency and accountability in our operations
- Ensuring that the company is managed in an ethical and responsible manner
- Encouraging employee and stakeholder participation in decision-making processes
- Regularly monitoring and assessing our ESG performance and reporting on it to stakeholders

**Implementation**

To implement this policy, we will:

1. Assign responsibilities: We will assign specific responsibilities to individuals and teams to ensure that this policy is implemented effectively.
2. Set targets and monitor progress: We will set measurable targets and monitor our progress towards achieving them.
3. Provide training and awareness: We will provide training and awareness programs to our employees, suppliers, and other stakeholders to ensure that they understand and comply with this policy.
4. Review and update: We will regularly review and update this policy to ensure that it remains relevant and effective.

**Conclusion:**

BTPL is committed to integrating ESG considerations into all aspects of our business operations. We recognize that promoting sustainable practices and responsible business conduct is not only the right thing to do but also a key driver of our long-term success. By adhering to this policy, we aim to create a positive impact on the environment, society, and the economy, while delivering value to our stakeholders.