

INFO EDGE (INDIA) LTD.

ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

A robust Environmental, Social and Governance (ESG) framework is vital to foster sustainable businesses and assets that produce long-term value for stakeholders. We, at Info Edge (India) Limited along with our wholly-owned subsidiaries (“Info Edge” or “the Company”), are dedicated to incorporating ESG considerations into our business strategies as well in the way we operate. With our commitment to positively impact the environment and society, we continuously strive to promote growth and empower communities through responsible corporate decision-making processes.

We step up our efforts in conjunction with peers, industries, nonprofit- sectors, governmental bodies, as well as the public at large, in a way to alleviate complex sustainability concerns. In our corporate office, we have made considerable investments in rooftop solar power plants, water conservation initiatives, and electricity saving. We optimize our water consumption by installing arrestors and streamlining the annual water tank cleaning process. In addition, our corporate office has also received “Silver” certification from the Indian Green Building Council (IGBC). It is a green building for improved performance in the categories of Site & Facility Management, Water Efficiency, Energy Efficiency, Health & Comfort, and Innovation & Design. Our Chennai office is also Indian Green Building Council (IGBC) Gold certified.

PURPOSE

Our company-wide strategy for incorporating ESG into our business is outlined in this ESG Policy. As a Company, we strive to integrate our ESG strategy with the experience we want to offer to all of our stakeholders. For us, ESG is a priority and investment area that has transformed our perspective on our business. This policy aids in communicating our strategy for incorporating sustainability factors into corporate decision-making processes throughout our value chain.

In terms of the services, we hope to cater to all of our stakeholders. This ESG policy framework will operate as a blueprint for all the social, economic and other operational endeavors we seek in the future.

SCOPE AND APPLICABILITY

This Policy encompasses practices around the products, services and operations within and outside our own boundaries, extending to all individuals of the Company working at all the levels and grades, including senior managers, officers, directors, employees (whether permanent, fixed-term or temporary), trainees, volunteers, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company (collectively referred to as “Associates”) and Consultants, vendors, contractors, agents, intermediaries and associates of such third parties with whom the Company enters into contract (collectively referred to as “Business Partners”). This policy will be periodically reviewed and updated, and its execution will be subject to frequent assessment.

ROLES AND RESPONSIBILITIES

We intend to actively involve all of our stakeholders in identifying and putting ESG strategies into effect in order to improve our ESG performance. Our Associates as well as those in our value chain, including our customers and Business Partners, are accountable for contributing to responsible conduct and operating in a manner that is sustainable and safe. Business Responsibility and Sustainability Reporting (“BRSR”) Committee is responsible for looking over matters, covered in this policy, that are crucial from the perspective of ecological and social sustenance.

POLICY STATEMENT

To incorporate ESG into our core operations and prosper sustainably, we have committed to the following:

Environmental Stewardship

- Recognize, analyze, and mitigate the direct and indirect effects that our value chain has on the environment and take steps to reduce any adverse effects
- Efficient use of resources in all aspects of our operations, including usage of energy, water, and procurement of office use furniture, stationary or any other operational assets like IT assets
- Commit to a challenging Net Zero aim across our value chain in the future to set new industry standards
- Determine, evaluate, and report climate risk while taking action to increase our company's resilience to the consequences of climate change
- Shift to efficient energy use and greener energy solutions like solar power in order to improve the carbon footprint of our offices
- In order to transition to a closed-loop economy, we strive to achieve zero waste to landfill and collaborate to discover workable alternatives and next-generation solutions. Electronic waste generated by the Company will continue to be disposed off through authorized personnel. The Company will ensure that no hazardous electronic waste is sent from the Company to the landfill
- Continue to follow an effective circularity strategy, which calls for reducing, reusing, recycling, refurbishing, and regenerating in order to hasten the decrease of plastic waste and get rid of single-use plastic wherever being used currently such as in canteen operations
- Through charity and supplier involvement, aid in the preservation and restoration of vital ecosystems

Social Responsibility

- Encourage anti-discrimination across the value chain, regardless of the basis—gender, color, age, or disability, etc
- Invest in employee education, capacity building, and upskilling to encourage sustainability culture and principles
- Facilitate fair and equal opportunities for all associates, advancing work flexibility, and fostering well-being of our associates
- Enhance safety standards and procedures beyond what is required by law in creating a safer and healthy workplace. Furthermore, all actions shall be forbidden without suitable and sufficient safety control
- Generate beneficial possibilities for the advancement of skilled local employees and aid the community by making every effort to hire members from it. We are also committed to engage local businesses and help them grow on our platforms

- Encourage Associates to participate in CSR initiatives either internally or externally with the help of NGOs
- Retain and process consumer personal information, by adhering to all relevant data protection and privacy regulations. We have a privacy policy that throws light on necessary measures
- Make use of surveys and other tools that enable active, ongoing listening to customer experiences to track customer satisfaction
- Health and Safety Systems, appropriate Personal Protection Equipment (for housekeeping or maintenance staff / contractors), and Safety Training
- Make sure that our value chain complies with key social concerns such as, but not limited to, human rights, child labor, forced labor, and labor unions
- Establish a method for our stakeholders to anonymously and confidentially voice their complaints while maintaining a procedure that works to look into and resolve their issues
- Guided by our board governed CSR policy, the Company will continue its efforts in the field of education and livelihood, through its implementation partners

Ethical Governance

- Ensure that our actions and intentions are transparent and ethical throughout all stakeholder interactions when we formulate or commit to ethical business practices
- Recognize and evade possible sustainability risks associated with corporate activities, or, as necessary, putting suitable measures in place aimed at minimizing such risks
- Develop a resilient business by collaborating with fellow entities and taking part in sector associations
- Comply with all relevant national and international tax regulations, ensuring good tax practice and enabling a fair tax contribution in each of the markets we operate in
- Interact and concentrate on ongoing development with relevant stakeholders' groups
- Account for and communicate our sustainability performance to the concerned stakeholders through a Business Responsibility and Sustainability Report, or Webpage Disclosures, etc. complying with regional, national, or international requirements and frameworks
- Abide by the rules regulating marketing and communication operations
- Retain necessary certifications, keep them updated, and follow applicable rules and regulations in order to safeguard data privacy, minimize data leaks, and prevent cyberattacks

COMMUNICATION OF POLICY

The Company communicates transparently all necessary and relevant information with all the relevant stakeholders regarding policies and procedures pertaining to ESG and related concerns. This Policy shall be available on the internal portal and/or on the website of the Company.

GRIEVANCE REDRESSAL MECHANISM

The BRSR Committee shall be responsible to resolve the grievances related to ESG. Any concerns related to the subject can be send at Infoedge.BRSR@infoedge.com.