



## **ESG Policy**

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The Environmental, Social, and Governance Policy (the Policy) of Hughes Systique Private Limited (HSPL) is an approach and a framework for our business operations & conduct to be aligned with Environmental, Social, and Governance (ESG) considerations.

AT HSPL, we aim to utilize the strengths of our people and offerings to minimize our collective impact on the planet and prioritize sustainability as a means of creating lasting value for our stakeholders & business and make a positive impact within our industry.

Our goal is to create communities that are sustainable, equitable, healthy, and diverse. To achieve this, we rely on a combination of innovative business practices and responsible performance in ESG areas. We prioritize sustainability in our project design and delivery, company operations, stakeholder collaboration, and progress reporting.

Sustainability Program at HSPL is committed to:

- i. Encouraging an environmentally conscious workplace by adopting environmentally friendly practices like reducing waste, recycling and reusing materials, conserving energy, and encouraging use of sustainable modes of transportation to commute to work; thus minimizing our negative impact on the environment.
- ii. Providing a safe, challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritizes their overall health and wellness.
- iii. Maintaining the highest ethical and corporate governance standards through legal & regulatory compliance, a strong internal system to prevent corruption, ensuring data privacy and data security etc.
- iv. Customer Delight and success. HSPL takes this as its responsibility to provide their customers with high-quality software consulting services, protect customer data, communicate openly and transparently, comply with relevant laws and regulations, and be responsive and flexible in meeting their customers' needs. And to compliment them in fulfilling their own ESG priorities/sustainability journey

HSPL is dedicated to address ESG impact through the relationships with its value chain partners including suppliers, customers, employees, sub-contractors, and other stakeholders who are involved in the company's operations in the following ways:

- i. Environmental responsibility: Sustainable initiatives like promoting paper free operations, recycling & reusing material whenever feasible, responsible e-waste disposal, reducing 'waste to landfills' to zero, driving down the energy & carbon impacts. HSC mandates its suppliers for legal compliance and guides them to promote good sustainable practices in their operations through its Supplier Guidelines. HSCPL can assist its customers and provide software products and services that could help them to introduce sustainable practices in their operations.
- ii. Social responsibility: HSPL ensures fair labor practices and promotes diversity and inclusion. HSPL also guides its suppliers to prioritize social responsibility in their operations by avoiding partnerships or investments with companies that violate international and national laws, or HSPL's internal guidelines, related to human rights, labor rights, environmental regulations, and anti-corruption.

- iii. Governance responsibility: HSPL promotes transparency and accountability to maintain the highest ethical standards in their operations by maintaining best corporate governance standards practices, through establishing a strong internal system to prevent corruption. HSPL and mandates its suppliers to ensure that they comply with all the applicable laws and regulations and guides them to follow sustainable practices through HSPL's internal Supplier Guidelines.

Integrating ESG in its relationship with its value chain partners will help HSPL to strengthen the trust of the stakeholders thus creating a sustainable & socially responsible business environment and society.

HSPL has actively undertaken targets on initiatives for the following Sustainable Development Goals :



We endeavor to maintain compliance with legislative requirements, proactively prevent and mitigate instances of non-compliance with this ESG policy. Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards, and suggestions should be reported to [sustainability@hsc.com](mailto:sustainability@hsc.com).