



ESG Policy

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The Environmental, Social, and Governance Policy (the Policy) of Hughes Systique Private Limited (HSPL) serves as a guiding force and reflects the company's ethos of responsible and sustainable business conduct, embedding Environmental, Social & Governance (ESG) considerations into its operations and decision-making.

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

We are committed to cultivating communities that embody sustainability, equity, health, and diversity. Our approach integrates innovative business practices with accountable actions across critical ESG domains. We consistently place sustainability at the core of our operations, stakeholder collaboration, and performance reporting, with a growing focus on embedding it into project design and delivery to drive long-term impact.

Sustainability Program at HSPL is committed to:

- i. Encouraging an environmentally conscious workplace by following the principles of Reduce, Reuse, and Recycle, conserving energy, promoting sustainable commuting; and supporting environmental conservation initiatives such as tree plantation to minimize our ecological impact.
- ii. Providing a safe, dynamic, inclusive, and diverse work environment to the employees that encourages professional growth and promotes a healthy work-life balance, prioritizing overall employee well-being.
- iii. Maintaining the highest ethical and corporate governance standards through legal & regulatory compliance, a strong internal system to prevent corruption, and by ensuring data privacy and data security.
- iv. Customer satisfaction and success: We take it as our responsibility to provide high-quality software consulting services, protect customer data, communicate openly and transparently, comply with all relevant laws and regulations, and remain responsive and flexible to our customers' needs, while also supporting them in advancing their own ESG priorities and sustainability journey.

HSPL is dedicated to addressing 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:

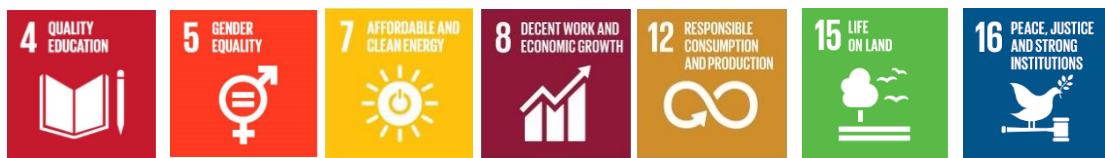
- i. Environmental responsibility: Sustainable initiatives like promoting paper free operations, recycling & reusing material whenever feasible, responsible e-waste disposal, reducing 'waste to landfills' to zero, driving down the energy & carbon impacts. HSC mandates its suppliers for legal compliance and guides them to promote good sustainable practices in their operations through its Supplier Sustainability Guidelines. HSPL empowers its customers on their sustainability journey by contributing through innovative & responsible solutions that align with their ESG priorities
- ii. Social responsibility: HSPL upholds fair labor practices and fosters a diverse and inclusive workplace. This commitment extends to its supply chain, where suppliers are mandated to comply with all applicable laws- including those related to human rights, labor standards, workplace safety, and non-discrimination. Through our Supplier Sustainability Guidelines,

HSPL also encourages partners to foster inclusive, safe, and supportive workplaces that promote their employees' well-being and gives them equal opportunity.

- iii. **Governance responsibility:** HSPL promotes transparency and accountability to maintain the highest ethical standards in their operations by maintaining the best corporate governance practices and establishing a strong internal system to prevent corruption. HSPL also 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 Supplier Sustainability Guidelines.

Integrating ESG considerations into its relationship with value chain partners will help HSPL to create 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.