



TECHNO ELECTRIC & ENGINEERING
COMPANY LIMITED

Environmental, Social, and Governance (ESG) Policy

Introduction:

Techno Electric & Engineering Co. Ltd. (TEECL) is one of the leading power-infrastructure company of India. We are committed to strengthen environment protection and maintain sustainable business practices in and around our sites and offices. TEECL was established in 1963 with a mission to provide comprehensive Engineering, Procurement and Construction (EPC) services to core sector industries in India. The company has operations spanning EPC, asset ownership, and operations and maintenance across multiple business segmentations such as Transmission and Distribution, Flue Gas Desulphurization (FGD), Advanced Metering Infrastructure (AMI), Renewable Energy, and Data Centres spread across India and abroad. TEECL integrates Environmental, Social and Governance (ESG) practices into all its business strategic and operational decisions and believes that acting in a sustainable manner is not only a business imperative but also a moral responsibility.

ESG Commitment:

Our purpose at TEECL is to make our business more sustainable and better for everyone. Sustainability is more than just priorities; they are core to our vision and strategy. As an organization we understand that sustainable responsibility and practices start within our operations and extend through our supply chain. We are committed to continuously improve our sustainability performance, optimize our positive contributions, and minimize adverse impacts by protecting and respecting our people, delivering value to society, operating ethically and responsibly, addressing climate change, and managing our environmental impact within the scope of our business. TEECL aims to create long term value by embedding ESG in our operations, supply chain, services, and corporate culture.

ESG Framework and Objectives:

Our ESG framework is structured to:

- Define and disclose our position on ESG matters
- Identify opportunities to enable us to promote environmental protection and equitable growth
- Integrate ESG practices in our business, operations, and value chain
- Achieve best in class ESG standards and improve ratings; and
- Deliver profitability with ethical, environmental, and social responsibility.



Environmental Responsibilities and Practices:

TEECL is committed to safeguarding the environment and continuously improve its environmental performance, optimize its positive contributions, and minimize its adverse impacts. We (TEECL) prioritize environmental protection in our day-to-day operations and in the supply chain at the same time. We (TEECL) understand the importance of protecting the environment and biodiversity for a greener future. It is our responsibility to minimize the impacts on the environment and to rehabilitate the environment disturbed by our activities. We (TEECL) recognize the environmental aspects of our business and continually improve our environmental performance, i.e. commitment towards pollution prevention, waste and energy reduction, and environmental protection as key elements to our corporate sustainability.

We comply with all applicable laws, regulations, permits, industry standards, and other requirements that relate to environmental aspects and secured the ISO 14001:2015 certification as a part of the company's Environmental Management System (EMS) framework from Bureau Veritas in January 2016. We regularly enhance awareness and provide internal training on environment and waste management to our employees, contractors, and sub-contractors to enable them to demonstrate their involvement, responsibility, and accountability for sustainable environmental practices and performances.

We adopted 'waste management' practices to reduce hazardous and toxic chemicals in our operations. The company has adopted robust tracking methods to maintain a waste inventory. All wastes are collected in designated bins and disposed of in compliance with SPCB/CPCB norms through authorized dealers/vendors. Also, all our corporate buildings and offices are recognized as zero-plastic workspaces. The Company is dedicated to continuously enhance processes and monitor systems to reduce overall waste, and to ensure its safe and responsible disposal. The Company reuses and recycles waste to promote circular economy and minimizes the impact of waste in operations.

For ecological restoration of environment, we undertake tree plantation and landscape restoration in degraded landscapes. As part of energy conservation and efficiency, we power certain offices and operations through renewable energy and installed power efficient electrical fixtures. For all our Data Centres, we aim to achieve LEED certification to display our commitment to Sustainability. To reduce and monitor water consumption, we adopted initiatives such as installation of sensor control taps in our offices to save and prevent unnecessary water usage. We seek to minimize our carbon footprint and promote renewable energy practice. Our holistic approach includes reducing both Scope 1, Scope 2, and Scope 3 GHG emissions along with non-GHG emissions (pollution) in our daily operations and supply chain. We believe in transparent reporting via Sustainability Reports, Board Reports, and BRSR filings.



Social Responsibility and Practices:

TEECL is committed to maintaining responsible and fair socio-economic business practices in our business operations and supply chain. We incorporate social considerations in our business strategies and operations while building a culture of innovation for sustainability. Through our operations across India and abroad, we strive to address social inequalities and improve people's health, confidence, and wellbeing.

We continually improve our procedures and processes to deliver sustainable quality of our services. By respecting contract agreements, we deliver highest quality services and achieve greatest possible customer satisfaction with every single client we work with. We comply with all applicable laws, regulations, permits, industry standards, and other requirements relating to the product and service quality and secured the ISO 9001:2015 certification as a part of company's Integrated Management System (IMS) framework from Bureau Veritas in January 2004.

We uphold internationally recognized human rights principles in our business practices to promote and protect human rights of our workforce across locations, communities, and supply chain partners. The company promotes awareness of human rights amongst all employees at various levels of operations through training and communication, undertaking an iterative due diligence process to avoid involvement in human right abuses, the focus of which is identifying, assessing, and minimizing potential adverse impacts and resolving grievances from affected stakeholders effectively. We strictly prohibit all forms of child labor, forced labor, and human trafficking in our operations and encourage vendors to follow the same practice.

We promote diversity, equity, and inclusion in our workplace from recruitment to leadership, irrespective of age, gender, marital status, disability, sexual orientation, language differences, cultural background, caste, ethnicity, and religious belief. We provide equal opportunities to all employees and workers for their development and growth. We prohibit all forms of discrimination and harassment in our workplace and resolve complaints via appropriate mechanism.

We prioritize career management and growth of our dedicated workforce. Our learning and development initiatives aim to enhance our employees' skills, knowledge, and expertise, ensuring their success in a dynamic industry. We foster a culture of continuous learning and professional advancement through targeted training sessions, immersive workshops, and informative conferences.

We maintain a healthy and safe work environment for our employees, workers, contractors, subcontractors, and support people. We ensure continual improvement in occupational health and safety performance and provide a safe & healthy environment to all. Compliance with all applicable laws, regulations, permits, industry standards and other requirements related to occupational health and safety is our prerogative and thus we secured the ISO 45001:2018 certification as a part of company's Integrated Management System (IMS) framework from Bureau Veritas in February 2019. We enhance awareness and conduct different internal health and safety trainings such as occupational health awareness, fire safety, first aid & CPR, scaffolding safety, defensive driving/road safety and much more on a regular basis to all our employees, workers, contractors, and sub-contractors.

As part of our CSR commitment, we work closely with local communities in deprived areas to improve their quality of life and contribute 2% of our annual revenue to such programs that focus towards community development. We specially engage with local communities of underprivileged areas lying in the vicinity of our operational areas to improve the overall quality of their lives in areas such as health, education, empowerment, hunger, and poverty in line with community priorities.



Governance and Ethical Conduct:

TEECL's governance model is rooted in integrity, oversight, and compliance as per applicable laws and regulations. Our corporate governance framework has evolved over the years - however, our values & principles continue to be our guiding force and have always held us in good stead.

We follow the highest standards of business ethics, governance, and transparency in business practices and in our engagement with various stakeholders. Company prohibits any facilitation payments and follows a zero-tolerance approach to bribery, fraud, and corruption and is committed to acting professionally and fairly in all its business dealings and relationships with stakeholders. It is company's policy to conduct every business activity with honesty, integrity, and the highest possible ethical standards. We vigorously comply with the local anti-bribery and anti-corruption laws in our business practices. Gifts and entertainment are acceptable if they are reasonable, proportionate, and bona fide, consistent with local customs and practices, and in compliance with anti-bribery and anti-corruption laws and all applicable company policies. One must be mindful of not violating the law by offering or receiving gifts that may be perceived as bribes.

We have a diverse board composition along with a good proportion of independent directors on the board. The Board is responsible for supervising several operational facets through certain board committees (i.e., Audit Committee; Nomination and Remuneration Committee; Corporate Social Responsibility Committee; Risk Management Committee; Stakeholders Relationship Committee; and Share Transfer and Transmission Committee) along with non-board committees (i.e., ESG Committee and POSH Committee) formed in accordance with the Code of Corporate Governance.

We demonstrate zero tolerance towards unfair methods of competition and align with antitrust and competition laws to conduct business in fair, ethical, and transparent manner.

We formulated guidelines for the identification of related parties and proper conduct and documentation of all related party transactions. The Audit Committee is responsible for review and amendment of Related Party Transaction Policy as and when required, subject to the approval of the Board. The objective of Related Party Transaction Policy is to set the material threshold for related party transactions, dealing with and regulating the transactions between the Company and its related parties as per the requirement of SEBI (LODR) regulation and intended to ensure the proper approval and reporting of transactions between the company and its related parties.

We developed a code of conduct to preserve the confidentiality of un-published price sensitive information (UPSI) and to prevent misuse of such information by directors, officers, and employees. Insiders are prohibited from communicating and/or counseling others with respect to the securities of the company and are refrained from profiteering by using unpublished price sensitive information



Digital and Data Governance:

TEECL is committed to information security and digital responsibility. We developed an internal IT policy and efforts to enhance employee awareness on cybersecurity are ongoing. Network devices, server operating systems, and hardwares are regularly upgraded. Adequate data safety measures are ensured during data creation, storage, transit, and retrieval. Initiatives such as online cybersecurity awareness campaigns on phishing and email security are regularly conducted. Currently, ISO 27001 for Information Security Management Systems (ISMS) is in pipeline.

Monitoring, Disclosure, and Accountability:

Our ESG performance is reported and disclosed as per applicable national and global frameworks and principles. The ESG committee is mainly responsible for monitoring, reviewing, and implementing sustainable practices in the organization. This policy is communicated throughout the organization as per applicability. We ensure that this policy is understood by all stakeholders and made freely available to all. Our sustainable initiatives and performance are shared with stakeholders annually. All policies and procedures relating to our sustainable business practices are circulated through the company's portal.

Avantika Gupta
(Chief Sustainability Officer)

Policy	Version	Adopted	Revised
Environmental, Social, and Governance (ESG) Policy	v 1.0	12 March 2025	NA