

Environmental, Social, and Governance (ESG) Policy		
Title: Environmental, Social, and Governance (ESG) Policy		Chapter No.: GT/ Environmental, Social, and Governance (ESG) Policy
Approved by:	Issued by:	Effective Date: 04-Dec-2023
Chairman/MD/Director	Corporate Office/ HR	Revision No.:01
		Revision Date: 04-Dec-2024
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		Copy No.01
Supersedes: All previous policies and circulars related to 'Environmental, Social, and Governance (ESG) Policy for Glosmos Technomerates LLP		

1. Introduction

At Glosmos Technomerates LLP, we are committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations. As a service provider engaged in the supply, installation, and maintenance of security and safety systems for industrial and government sectors, we recognize the importance of sustainable practices and responsible business operations that align with both national and international ESG standards.

This policy outlines our commitment to addressing and reporting on key ESG parameters, and how we ensure compliance with applicable regulations to meet the growing expectations of our stakeholders, including customers, suppliers, employees, and the communities in which we operate.

2. Purpose

The purpose of this ESG policy is to:

- Ensure that Glosmos Technomerates LLP operates in an environmentally sustainable manner, minimizes negative impacts, and maximizes positive contributions to the environment.
- Promote social responsibility through fair labor practices, respect for human rights, and engagement with local communities.
- Uphold strong corporate governance principles to foster transparency, accountability, and ethical behavior across all business activities.
- Provide a framework for measuring, monitoring, and reporting ESG performance to internal and external stakeholders.



- Support our commitment to achieving Net Zero Emissions targets and ensure that our Original Equipment Manufacturers (OEMs) and business partners align with these sustainability goals.

3. Scope

This policy applies to all employees, suppliers, contractors, business partners, and stakeholders associated with Glosmos Technomerates LLP. It covers our operations, supply chains, and partnerships, with the expectation that our stakeholders share and uphold these principles.

4. ESG Commitments

4.1 Environmental Responsibility

Glosmos Technomerates LLP is committed to reducing its environmental footprint by implementing best practices in resource efficiency, waste management, energy conservation, and emissions reduction. Our key environmental commitments include:

- **Net Zero Emissions:** We aim to achieve Net Zero carbon emissions in our operations by [Insert Target Year], focusing on reducing greenhouse gas (GHG) emissions, increasing energy efficiency, and utilizing renewable energy sources wherever feasible. We will ensure that our OEMs and suppliers also align with this commitment by actively reducing their emissions.
- **Waste Reduction and Management:** We promote responsible waste management practices, including minimizing waste generation, promoting recycling, and safely disposing of hazardous materials in compliance with environmental laws and standards.
- **Sustainable Procurement:** We work with suppliers and partners who share our commitment to sustainable practices, ensuring that products and materials used in our projects are sourced responsibly, with a preference for eco-friendly and sustainable materials.
- **Regulatory Compliance:** We adhere to all relevant environmental laws and regulations, including the **Environment Protection Act, 1986 (India)**, the **Air (Prevention and Control of Pollution) Act, 1981**, and the **Water (Prevention and Control of Pollution) Act, 1974**, as well as international environmental standards, such as the **Paris Agreement on Climate Change**.

4.2 Social Responsibility

Our commitment to social responsibility is rooted in respect for human rights, labor standards, diversity, inclusion, and community engagement. Our social responsibilities include:

- **Fair Labor Practices:** We comply with labor laws and ensure that all employees and workers are treated fairly, with dignity, respect, and equity. This includes compliance with the **Minimum Wages Act, 1948**, and other relevant labor laws.



- **Human Rights:** We are dedicated to upholding human rights throughout our operations and supply chain. We actively monitor our suppliers to ensure they are free from forced labor, child labor, and human trafficking, in line with the **Universal Declaration of Human Rights** and the **ILO Core Conventions**.
- **Diversity, Equity, and Inclusion (DEI):** Glosmos Technomerates LLP fosters a workplace culture of diversity and inclusion, providing equal opportunities to employees of all genders, backgrounds, races, and sexual orientations, including members of the LGBTQ+ community. We promote an inclusive environment where all voices are valued and respected.
- **Health, Safety, and Wellbeing:** We prioritize the health and safety of our employees and ensure compliance with occupational health and safety regulations. Our **Health and Safety Policy** aligns with international standards such as **ISO 45001** to ensure safe working environments, both for our employees and contractors.
- **Community Engagement:** We support local communities by actively engaging in initiatives that promote economic development, education, and social welfare.

4.3 Governance and Ethical Practices

Glosmos Technomerates LLP is committed to maintaining high standards of corporate governance, integrity, and ethical business conduct. Our governance practices include:

- **Transparency and Accountability:** We adhere to a culture of transparency in our business operations and decision-making processes. We maintain open communication with stakeholders regarding our ESG performance and strategic direction.
- **Anti-Corruption and Ethical Behavior:** We maintain a zero-tolerance policy towards bribery, corruption, and unethical practices. Our business operations comply with the **Prevention of Corruption Act, 1988** (India) and international frameworks such as the **Foreign Corrupt Practices Act (FCPA)**.
- **Data Privacy and Cybersecurity:** We are committed to safeguarding the privacy and security of data in compliance with the **Information Technology Act, 2000** and international standards like the **General Data Protection Regulation (GDPR)**.

5. ESG Monitoring, Reporting, and Compliance

Glosmos Technomerates LLP is committed to continuously improving and monitoring its ESG performance. To ensure transparency and accountability, we will:

- **Monitor and Measure ESG Performance:** We will establish key performance indicators (KPIs) for environmental, social, and governance factors and regularly assess our performance against these targets.
- **Annual ESG Reporting:** We will publish an annual ESG report to share our progress with stakeholders. The report will include:

- Greenhouse gas (GHG) emissions data and our progress toward Net Zero targets.
- Social impact assessments, including diversity and inclusion initiatives, labor practices, and community engagement activities.
- Governance practices and compliance with relevant ethical, legal, and data protection frameworks.
- **Compliance with ESG Standards:** Our ESG approach will comply with the following frameworks:
 - **UN Sustainable Development Goals (SDGs)**
 - **Task Force on Climate-related Financial Disclosures (TCFD)**
 - **Global Reporting Initiative (GRI) Standards**
 - **BRSR (Business Responsibility and Sustainability Reporting) Framework** in line with the **Securities and Exchange Board of India (SEBI) guidelines** for listed companies.
- **Supplier ESG Compliance:** We require our suppliers, OEMs, and business partners to align with our ESG standards. Suppliers must provide annual reports or certificates confirming their commitment to environmental sustainability, fair labor practices, and ethical governance as outlined in our Supplier Compliance Declaration.

6. Continuous Improvement

We are committed to the continuous improvement of our ESG practices, ensuring that they remain aligned with evolving national and international standards. As part of our commitment to sustainability and responsible business, we will periodically review and update this policy.

7. Conclusion

Glosmos Technomerates LLP recognizes the importance of responsible business practices and is committed to leading by example in the areas of Environmental, Social, and Governance (ESG). We believe that by integrating ESG principles into our operations, we can contribute to a more sustainable future for our stakeholders, employees, communities, and the planet.

For Glosmos Technomerates LLP

Director

