

SUDARSHAN JEANS PVT LTD

Environmental, Social and Governance (ESG) Policy

Introduction.

ESG Governance: Our Corporate Sustainability Committee oversees our policies and operational controls for environmental, health, safety and social risks, and is led by the Chairman of our Board of Directors and our Chief Operating Officer. The Committee meets regularly to set goals, budgets, and implementation timelines and monitor progress and results.

ESG Commitment: We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative real estate solutions and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business,

Environmental Stewardship

Overview: We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily operations of our portfolio but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our buildings and our corporate operations.

Statement on Climate Change: We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world and know that buildings contribute 40% of global greenhouse gas (GHG) emissions. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, tenants and community. We have committed to a short term objective of having at least 75% of our eligible office space “ENERGY STAR Certified” by the United States Environmental Protection Agency (EPA), and we have committed to a long term objective of achieving a 10% reduction in our 2018 per square foot electricity usage by 2029 (we achieved a 22% reduction in our per square foot electricity usage from 2009 to 2019).

Investing in Sustainable Product

Product Operations: We have a long-term environmental performance target for the portfolio that addresses energy and water consumption. To achieve our targets, each of our properties is monitored in real time by our engineering staff and third party consultants and the results are reviewed by our Sustainability Committee. Our energy consumption initiatives include energy retrofits, energy management system upgrades, equipment upgrades. Our water consumption initiatives include water-efficient fixtures, irrigation controls and drought-resistant landscaping. We report environmental performance on a regular basis to the EPA ENERGY STAR program, as well as to the State of Maharashtra

Engaging with Others

Tenant Engagement: Because we control only a small part of our total environmental footprint, it is critical that we engage both internal and external stakeholders to drive sustainable innovation and systematic change. Tenant engagement is at the core of this mission. We drive tenant awareness and behavior change by providing infrastructure and amenities that make it easier for our tenants to implement sustainable practices. For example, many of our properties have charging stations for electric vehicles, bike parking, and on-site fitness centers. Finally, we aim to proactively engage tenants on sustainability issues through our online tenant portal, annual tenant surveys and property events like e-waste recyclingdays.

Industry Engagement: We also strive to engage key industry players—including vendors, peers, and standard-setters—on sustainability, as averting a climate crisis and other environmental disasters requires large-scale transformation that we cannot achieve alone. We are active participants with industry associations, including:

2. Social Responsibility

We in our activity of manufacturing Instep, are committed to,

Confirm to all requirements of social code of conduct,

Comply with national and other applicable laws and other requirements to which the organization subscribes,

Respect the international instruments and their interpretation,

Communicate in accessible and comprehensive form to all concerned, whether directly employed, contracted or otherwise representing the Organization,

To review its policy in order to continually improve, taking into consideration changes in legislation, in its own code-of-conduct requirements, and any other organization requirements,

To ensure that its policy is effectively documented, implemented, maintained, communicated, and made accessible in a comprehensible form to all personnel, whether directly employed, contracted with, or otherwise representing the organization.

To make its policy publicly available in an effective form and manner to interested parties, upon request.

3. Governance

Overview: We view good governance as essential to creating and preserving value for our shareholders and other stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

Holding Ourselves Accountable

Corporate Governance: We have an effective and highly skilled Board of Directors with three committees: Audit, Compensation and Nominating and Corporate Governance. We promote board independence and embrace board diversity in all its facets, including skills, experience, gender, ethnicity, and race. Our *Corporate Governance Guidelines* outline key principles and rules to help our Board of Directors exercise its responsibilities and serve the interests of the company.