



ESG Policy

Introduction

Juniper Green Energy Pvt Ltd (herein referred to as “We”, “The Company”, “JGEPL” or “Juniper”) is committed to sustainable development and responsible business practices. As a provider of green energy solutions, we recognize the importance of Environmental, Social, and Governance (ESG) factors in our operations. Our ESG policy serves as a framework to guide our decision-making processes, ensuring that we uphold the highest standards of environmental protection, social responsibility, and corporate governance.

Scope

This policy applies to all Juniper Green Energy Pvt Ltd employees, and all stakeholders involved in business operations and policy coverage includes all our operational sites and company headquarters.

Governance

The Management Committee chaired by the CEO, CFO and COO is responsible for the oversight of the ESG Policy and ensuring that all aspects of the Policy are aligned with the Company’s business strategy.

Policy

Environmental Responsibility:

1. **Climate Change and Energy Management:** We strive to minimize our carbon footprint by implementing renewable energy sources, and energy-efficient technologies. Beyond our organizational boundary, we aspire to provide renewable energy solutions as a part of our service offering, and build a more sustainable, energy efficient world for the future generations to come.
2. **Resource Conservation and Circularity:** We prioritize resource efficiency, circularity, and waste management by optimizing material use, recycling components, and minimizing waste in operations. These practices ensure sustainable production, reduce environmental impact, and promote a circular economy, aligning with their commitment to environmental sustainability and responsible resource stewardship.
3. **Biodiversity and Land Use:** We aim to implement strategic planning to protect ecosystems, fostering sustainable energy production while enhancing local biodiversity and ensuring responsible land stewardship.

Social Responsibility:

1. **Employee Well-being, Health and Safety:** As a whole, we prioritize employee well-being through comprehensive health benefits, flexible work schedules, continuous development and a supportive work environment. We prioritize the health and safety of our employees, contractors,

and communities. We maintain safe working conditions, provide adequate training, and implement robust health and safety protocols to prevent accidents and occupational hazards.

2. **Diversity and Inclusion:** We value diversity and inclusivity in our workforce and foster a culture of equality and respect. We promote diversity in hiring, provide equal opportunities for all employees, and support initiatives that promote inclusivity and representation.
3. **Community Engagement:** We actively engage with local communities to understand their needs and concerns. We strive to be good corporate citizens by contributing positively to the communities where we operate through CSR initiatives, community development projects, and stakeholder engagement.
4. **Human Rights:** We uphold human rights by integrating fair labor conditions, respecting local communities, promoting diversity and inclusion and engaging in transparent, respectful dialogues with stakeholders, aiming to foster equitable development and empowerment.
5. **Sustainable Supply Chain:** We prioritize a sustainable supply chain by sourcing eco-friendly materials, minimizing waste, and ensuring ethical labor practices. We collaborate with green-certified suppliers, reduce carbon footprints through efficient logistics, and promote recycling and reusability, reinforcing our commitment to environmental and social responsibility.

Governance Integrity:

1. **Ethical Conduct:** We adhere to the highest ethical standards in all aspects of our business operations. We conduct our business with honesty, integrity, and transparency, and we prohibit any form of corruption, bribery, or unethical behavior.
2. **Compliance:** We comply with all applicable laws, regulations, and industry standards. We regularly review and update our policies and procedures to ensure compliance with legal requirements and industry best practices.
3. **Corporate Governance:** Our board of directors provides strong oversight of our ESG performance and strategy. They review and assess our ESG initiatives regularly to ensure alignment with our values, objectives, and long-term sustainability goals.
4. **ESG Risk Management:** We have integrated ESG risk management into our operations by prioritizing environmental stewardship, ensuring social responsibility, and upholding strong governance practices. This commitment drives sustainable operations, mitigates risks, and fosters long-term value for our stakeholders and communities, aligning our business growth with global sustainability goals.

At Juniper Green Energy Pvt Ltd, our ESG policy is not just a set of guidelines; it is a reflection of our commitment to making a positive impact on the environment, society, and economy. We continuously strive to improve our ESG performance and integrate sustainability into every aspect of our business operations.

Review and Monitoring

This policy shall be reviewed annually and updated as necessary to ensure its effectiveness and relevance. Compliance with this policy is mandatory for all employees and stakeholders.

Issuing Authority: _____