



ESG Policy

Juniper Green Energy Limited and its Subsidiaries

1. Preamble:

At Juniper Green Energy, we recognize that our operations and decisions have a direct impact on the environment, society, and future generations. We are committed to integrating environmental stewardship, green practices, and sustainability principles into every aspect of our work.

This policy serves as a guiding framework to promote responsible resource use, minimize environmental footprint, and foster a culture of continuous improvement. Through innovation, awareness, and collaboration, we aim to support a cleaner, safer, and more sustainable energy future.

Our commitment extends beyond compliance to lead with eco-friendly technologies, waste reduction, energy conservation, and biodiversity protection across all operations.

2. Scope:

This Environmental, Green, and Sustainability (ESG) Policy applies to all business activities, facilities, and operations of Juniper Green Energy, including project planning, design, construction, operation, and maintenance of renewable energy projects such as solar, wind, and hybrid systems.

It covers:

- 2.1. All employees, contractors, and suppliers working on behalf of the company.
- 2.2. Environmental management, resource conservation, pollution prevention, and waste minimization initiatives.
- 2.3. Integration of sustainable practices in procurement, energy use, and lifecycle management of assets.
- 2.4. Compliance with all applicable environmental, health, and safety laws, regulations, and standards.
- 2.5. Community engagement and awareness programs promoting sustainability and climate responsibility.

This policy is applicable across all project sites, offices, and related activities under Juniper Green Energy's operational control.

3. Environmental Responsibility

- 3.1. **Sustainable Energy Development:** We prioritize the development and operation of renewable energy projects that reduce carbon emissions and reliance on fossil fuels.
- 3.2. **Resource Efficiency:** We commit to optimizing the use of natural resources, minimizing waste, and reducing water consumption in our project lifecycle.
- 3.3. **Biodiversity Protection:** We conduct thorough environmental impact assessments to ensure our projects avoid or mitigate adverse effects on local ecosystems, wildlife habitats, and biodiversity.
- 3.4. **Climate Action:** We actively monitor and manage greenhouse gas emissions and aim to align with global climate goals such as the Paris Agreement.



4. Social Responsibility

- 4.1. **Community Engagement:** We engage transparently with local communities, respecting their rights, and seeking to contribute positively through job creation, infrastructure development, and social programs.
- 4.2. **Health and Safety:** Ensuring a safe and healthy workplace is paramount. We adhere to stringent safety standards and continuously improve our safety protocols to protect employees, contractors, and the communities around our projects.
- 4.3. **Diversity and Inclusion:** We promote a diverse and inclusive workplace, free from discrimination, where all employees are respected and empowered.
- 4.4. **Human Rights:** We respect and uphold internationally recognized human rights in all our operations and supply chains.

5. Governance

- 5.1. **Ethical Business Practices:** We operate with integrity, transparency, and accountability in all dealings with stakeholders, including investors, customers, regulators, and employees.
- 5.2. **Compliance:** We comply with all applicable laws, regulations, and industry standards related to renewable energy and ESG matters.
- 5.3. **Risk Management:** We integrate ESG risks into our enterprise risk management framework to proactively address environmental, social, and governance challenges.
- 5.4. **Stakeholder Reporting:** We commit to regular ESG reporting, disclosure, and continuous improvement based on stakeholder feedback and best practices.

6. Implementation and Monitoring

- 6.1. The ESG Policy is overseen by our Sustainability Committee, reporting directly to the Board of Directors.
- 6.2. We set measurable ESG targets and monitor performance through internal audits and third-party assessments.
- 6.3. Training and capacity building are provided to employees to embed ESG principles throughout our operations.

7. Continuous Improvement

- 7.1. We recognize that ESG practices evolve and commit to ongoing review and enhancement of this policy to maintain alignment with emerging global standards and stakeholder expectations.



8. KPIs

ESG Category	Focus Area	KPI	Unit / Metric
Environmental	Sustainable Energy	Percentage of total energy capacity from renewables	% of total installed capacity
	Resource Efficiency	Water usage per MW installed	Cubic meters per MW
		Waste recycled vs. total waste generated	%
	Biodiversity Protection	Number of environmental impact assessments (EIA) conducted	Count
		Number of biodiversity mitigation plans implemented	Count
	Climate Action	Annual greenhouse gas emissions (Scope 1 & 2)	Metric tons tCO ₂ e
Social		Year-over-year GHG emission reduction	% reduction
	Community Engagement	Number of community consultations held annually	Count
		Investment in community development programs	USD
	Health and Safety	Total Recordable Incident Rate (TRIR)	Incidents per 100,000 hours (As per BIS)
		Number of lost-time injuries (LTI)	Count
	Diversity and Inclusion	Percentage of employees by gender and minority groups	%
		Percentage of management roles held by women	%
Governance	Human Rights	Number of human rights incidents reported and resolved	Count
	Ethical Business Practices	Number of ethics training sessions conducted annually	Count
		Number of reported compliance breaches or violations	Count
	Compliance	Percentage of projects fully compliant with laws	%
	Risk Management	Number of ESG risk assessments performed annually	Count
	Stakeholder Reporting	Timeliness and completeness of ESG disclosures	Qualitative / Compliance status

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