
Banka BioLoo Limited

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**“Banka Bio –
Environmental Social & Governance (ESG)
Policy”**

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About This Policy

Environmental, social and governance issues do not exist in a silo. ESG is about bringing them together under one banner to demonstrate the positive impact our business is having on the world. ESG is much like corporate social responsibility but on a vastly larger and more measurable scale. Companies that are at the forefront of talking about their ESG scores are generating more attention from across the business spectrum, and investors are actively looking for high ESG scoring companies.

This policy will inform our ESG efforts moving forward. This includes, but is not limited to reporting, disclosures (both material and non-material), business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations.

Nothing in this policy shall be taken or understood to limit or reduce our current committees, both legally and ethically.

Purpose of This Policy

The purpose of this policy is to provide information about ESG (environmental, social and governance factors), and to encourage the business to understand ESG better.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

Who is Responsible for This Policy?

The Board of Directors has overall responsibility for the effective operation of this policy.

Line managers have day-to-day responsibility for this policy, and one should refer any question about this policy to them in the first instance.

This policy is reviewed annually by Company Secretary & Compliance Officer. Changes may be made at any time, as governmental guidance develops.

Our ESG Commitment

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and build new projects, operate our company, collaborate with stakeholders and report progress.

This ESG Policy sets out our approach to sustainability matters. At the heart of the Policy is a corporate culture that has sustainability at the core of all our business operations and values.

Our Statement on the Environment and 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. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, our people, and the wider community.

We encourage our partners to reduce their impact on the environment by recommending the use of more sustainable materials. We, actively, promote a less-paper office. We, regularly, support our clients-vendors to avoid printing, and we make all endeavours to be a digital-first business.

We seek to comply with current environmental legislation, and work to minimise the impact of our activities on the environment.

Our Statement on Social Responsibility

Our focus is to deepen relationships with our key stakeholders by investing in our employees, and partnering with our customers, communities, investors and suppliers.

We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritizes their overall health and wellness.

We will support initiatives that benefit the environment, human welfare and education. This includes skills training that advance workforce talent pipelines for our customers, and economic development in the communities in which we operate.

We will engage with our suppliers, customers and employees around safety, health, and wellness.

We will preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain, in accordance with our Human Rights Policy, Code of Ethics and Business Conduct, Supplier Code of Conduct, and the Modern Slavery and Human Trafficking Policy.

Our Statement on Ethical Governance

Our focus is to promote strong oversight, transparency and risk management at all levels of our company, ensuring the resilience and long-term preservation of value for our business.

We will maintain strong corporate governance practices through exemplary board stewardship, management accountability, and proactive risk management.

We will mitigate risk exposure and build the resilience of our business to climate change, earthquakes and other catastrophic events through smart design and sighting.

We are committed to high ethical standards through a strong Code of Ethics and Business Conduct, ongoing ethics training, and executive leadership that promotes a culture of integrity. We cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.

Our Business and ESG

ESG is about assessing that net positive impact in the world, and taking concerted, defined and measurable action to improve it. Our Company is a social impact organisation that strives to save and improve lives by bringing innovation in WaSH facilities through research, design, partnerships, and education. We are on a mission to bridge gap of technology and maintenance of water & sewage treatment plants, We curate solutions to solve this and provide long term solutions.

Our value rests in our employees, our communities, and the wider world. Therefore, ESG forms a fundamental part of how our business lives our values in the real world.

The ethical and practical values that make up the different parts of ESG have always been at the heart of what we, as a company, stand for. With the growth of ESG and the increased awareness of these factors among our key stakeholders, we have a better opportunity to tell the story of how our business makes a positive impact in the world.

The drive to assess a broader range of factors in a holistic manner, from environmental and climate change considerations to the social issues, and how we invest in our people, to the structure of our business and always reaching for better governance, means we can tell our story better. We welcome opportunities to highlight the positive impact we have on the world.

Our Duty to the Wider World

As a business, we also have a duty to our people, our customers, and the wider world. ESG gives us an opportunity to bring those impacts together. We value investing in our people, as we value protecting our environment, and being a responsible and good corporate citizen.

Fostering openness, sustainability, and respect are our key objectives. We value everyone, and strive to work as one team. Our view on ESG is that it is a continuous process of aligning our operations and controls with our values as a company.

Our commitment to improve our social and environmental performance demonstrates a strong, well-informed management attitude, and a values-led culture that is both, alert and responsive to the challenges and opportunities of doing business responsibly and sustainably.

ESG and Our Reputation

ESG is fundamental to our reputation as a business. Reputation is built through frequent and repeated interactions with stakeholders. When those interactions are positive, our business, and our reputation, thrive. In an uncertain economic climate, positive reputation is one of the key drivers to long-term success.

We want all our stakeholders, from customers to investors to our people, to be proud to be a part of our business. Part of that pride is understanding how our business makes a positive contribution to the world.

Environmental - Environmental sustainability is an ethical and commercial imperative. Managing our carbon footprint goes hand in hand with the strategic necessity to operate efficiently. Our commitment to tackling climate change at a corporate level is fundamental to our strategic objectives. To this end, all our solutions have a positive environmental impact.

Social - Our people make up our business. Intellectual capital is core to our clients, our business model and our long-term sustainability as a business. We aim to foster an environment that values and nurtures unique talents and contributions from every individual within a culture of inclusivity. While we have progress to make, we are committed to cultivating and empowering change by building an inclusive workplace where all talents can thrive. Social impact is an imperative, as far as our solutions and operations are concerned.

Governance - Good governance is foundational to our business, and all aspects of ESG. We cannot thrive without paying attention to our compliance obligations. Our business seeks to go beyond the concept of 'box-ticking', and embed compliance into the heart of our business.

Our Responsibility to Our Customers

We have an obligation to our customers (direct and indirect) to offer them the best solution – product and/or service. Customers are at the heart of our business, and without these partnerships our business wouldn't exist. Part of that commitment to customers and users is about responding to their needs, hearing their concerns, and committing ourselves to customer satisfaction.

The best customers are those who see us as partners in their own enterprise. In turn, those customers reward us with their continued business, and building and maintaining our world-class reputation.

ESG priorities are drawn not only from investor concerns but also customer needs. Customers ask, how we are improving the world around us. How are we protecting our shared natural heritage, investing in our communities, and being good corporate citizens? It is imperative on us as a business that all of our interactions with customers are reflective of who they expect us to be. And that is a partner in their own enterprise. A company they are proud to work with and recommend.

Our Workforce and Employment Practices

Non-Discrimination & Fair Treatment

Our employees are central to everything we do, and satisfaction of our employees is critical to the long-term success of the Company. We will provide fair and equal employment and advancement opportunities to all our employees, and there will be no discrimination on the basis of race, caste, colour, age, sex, disability and socio-economic status of the person. We ensure a fair recruitment process that helps us identify and hire people with the right values, who are then groomed, encouraged and retained through a combination of financial and non-financial incentives.

Remuneration and career progression

The Company will continue to create an inclusive culture to ensure representation across gender, caste, creed, religion, region and physical ability. The Company is making structured efforts on gender diversity initiatives, including the aspiration to increase the percentage of women in our workforce.

Employee Health & Well-being

The Company is keen to continue to take steps to promote a safe and conducive work environment for its employees, and will provide guidance on occupational health and safety, appropriate healthcare benefits and medical cover to all its employees. The Company will continue to conduct regular health check-up for its employees.

Employee Ethics & Code of Conduct

The Company has mechanisms to deal with issues related to inhumane treatment, including mental or physical coercion or verbal abuse, sexual harassment, sexual abuse, slavery, of employees. This is guided by the Code of Conduct and Ethics Manual, an internal document available to all employees. The Company's Conduct Regulations also define good corporate practices, financial transactions and personal account dealings, professional code of conduct, and management action that will continue to promote a culture of integrity and ethics amongst its employees.

Women's Safety

The Company has a zero tolerance policy on prevention of sexual harassment, and has an Internal Complaints Committee (ICC) that investigates cases of sexual misconduct and investigates them through

a fair and transparent process and take action against erring employees. The Company will continue to promote and protect the well-being of all women employees, especially women who are required to work evening hours due to business requirements.

Your Role to Play in ESG

As a member of our business, you have a vital responsibility to ensure our company thrives. When it comes to ESG, this means understanding your role in each area of ESG. You should know:

- Our strategic ESG goals
- How we plan to achieve them and over what time
- Your individual and team contribution to those goals
- How to discuss our ESG goals with customers and third parties
- Where to report potential concerns or actions which go against our policy

On an individual level, you have an important role to play in meeting our ESG objectives. Here's how:

Environmental - We all have a role to play in reducing carbon emissions and getting to net zero. While as a business we are setting company-level targets, consider the choices you make and the environmental impact. For instance:

- When travelling, are there more environmentally-friendly options to take?
- Can some meetings be done virtually, instead of travelling?
- Think before you print.
- Do the worksites have recycling and energy saving measures?

Social - Building a diverse and inclusive workforce, where everyone feels valued is everyone's responsibility. Understanding your role in bringing people together is critical to our success as a business. From hiring the best talent to encouraging all staff to thrive, we want a workplace where people proactively work to be the best. You can help by:

- Challenging and reporting discriminatory or offensive behaviour
- Understanding diversity and inclusion policies
- Being an active ally for groups often underrepresented
- Leading by example in your work

Governance - Good governance goes beyond having the right policies and procedures in place. It's about embedding compliance in your day-to-day work. From completing things on time to actively understanding how regulations affect your work, good governance starts from the individual acting ethically. Take governance to heart by:

- Be a compliance champion in your team

- Refer to policies and procedures, instead of shortcuts
- Be aware of red flags for compliance failures and risks in your area of work
- Don't be afraid to call out poor behaviour or report failures

ESG and Our Value Chain

Our business does not operate in isolation; almost no company does. Value is created through collaboration and partnerships. Similarly, risks can come from not anticipating problems, gatekeeping, and hiding critical information. Traditional risks in supply chains were generally about quality, cost effectiveness and reliability. But seen through an ESG lens, the holistic nature of the third parties, from how they source raw materials to how they treat workers and comply with accepted standards are just as vital.

A workforce health and safety incident, labour dispute or allegation of corruption can have serious impacts on stakeholders, up and down the value chain. The value chain matters, and it is connected. Customers are increasingly voting with their feet and putting pressure on companies to act with ethical decisions in mind.

Ethical procurement gets to the heart of the value chain. When we consider the entire value chain, from raw material supplier to end use customer, we can better understand the needs and impacts of our business's decisions within those relationships. Ethical procurement within the context of ESG means paying attention to the carbon impacts of a supplier, and the labour practices of an end-user.

Considering these impacts doesn't always mean refusing to work with someone in the value chain where there are concerns. Sometimes suppliers are limited, and customers have every right to access our services. It's about understanding the risks within each relationship and taking concerted action to reduce those risks.

For example, if there are concerns about a supplier's labour practises, we can ensure clauses are inserted into contracts to maintain an adequate standard of employment for those working for the supplier. This can help actively change labour practices, as opposed to simply refusing to work with a supplier. Or when working with a logistics provider, we might ask for emissions reporting, so we can then offset the carbon used.

How to Procure Ethically

Risk assessments: Undertake risk assessment of the value chain to identify key vulnerabilities, based on supplier and customer needs.

Real-time tracking: Real-time tracking and traceability over suppliers and movements of goods and services.

Screening, risk-ranking and monitoring: ESG due diligence on suppliers to evaluate, and rank them based on their ESG profile and track record, and monitoring for ESG breaches.

Investigations: Investigate ESG incidents that take place in the value chain, have remediation plans ready and manage financial and reputational damage.

Incident response management: Build robust internal governance frameworks to respond to ESG issues in the value chain.

Monitoring and Enforcement

We seek to proactively prevent and mitigate instances of non-compliance with this ESG policy.

Any breach or concern, including ethical concern or potential breach in our commitment to high ethical standards should be reported as soon as possible through our whistleblowing channels. By means of the Whistle Blower policy, the Company will continue to empower and encourage various stakeholders including employees, customers, suppliers, vendors, shareholders and other stakeholders to bring to the notice of the Company, any issue involving compromise/ violation of our code of conduct/ ethical norms, legal or statutory provisions without fear of reprisal, retaliation, discrimination or harassment.

Active participation and engagement at all levels of the business is of great importance to ensure ownership of ESG by all staff. At minimum, we endeavour to maintain compliance with legislative requirements.

1 January 2023
