

Document Description

Sr. No	Document Details	
1	Title	Environmental Policy
2	Description	Policy supporting best environmental practice
3	Version	1.0
4	Author	Ajinkya Deshmukh
5	Classification	Confidential
6	Review Date	22 October 2023
7	Next Review Date	3 June 2024
8	Reviewer & Custodian	Prajakta Shah / Shinie Nair
9	Approved By	Rajnish Kumar
10	Release Date	4 October 2023
11	Owner	Parul Rakhan

Distribution List

All Employees

Document Control Log

Version	Change Description	Date
0.1	Draft Version	11-Sep-2023
1.0	Reviewed & Released	4-Oct-20213



Our Approach to Environmental Stewardship

Aligned Automation is dedicated to fostering a sustainable future by proactively addressing environmental concerns in our operations. We recognize our duty to reduce our environmental footprint, which includes managing and minimizing waste, using energy efficiently, conserving water resources, and protecting biodiversity in the areas where we operate. Furthermore, we are committed to raising awareness among stakeholders about the importance of these practices for a more sustainable world. This policy outlines our commitment to addressing crucial environmental issues, encompassing various aspects of our operations, ensuring sustainability and responsible resource management.

Scope

This policy applies to all of Aligned Automation's internal and external stakeholder across our own operations and our value chain. We recognise that each of our stakeholders have an important role to play in the implementation of this policy.

The scope applies to our office in India.

Principles

Aligned Automation's Environmental Policy encompasses the following principles:

- Reduce organization's carbon footprint
- Optimize our energy use across all operations, including the development and deployment of our products, and aim to incorporate energy-efficient practices in our work
- Reduce waste generation and ensure responsible management through reduce, reuse, and recycle
- Optimize water usage in our operations through the implementation of water-efficient measures and promotion of sustainable practices



- Use Natural resources responsibly and efficiently in all our operations and value chain
- Respect and protect biodiversity in the areas where we operate
- Adhere to relevant laws and regulatory requirements in our operations and value chain
- Raise environmental awareness among stakeholders and cultivate a sense of responsibility, fostering shared value creation
- Develop solutions that are environmentally conscious and sustainable
- Implement green IT practices and solutions to reduce the environmental impact of our operations

Greenhouse Gas Emissions

Aligned Automation acknowledges the significance of reducing GHG emissions to mitigate climate change. To achieve this, we commit to:

- Regularly monitoring and reporting our GHG emissions, ensuring transparency in our efforts.
- Identifying opportunities to minimize our carbon footprint and implementing energy-efficient practices, use of renewable energy sources, and the integration of low-emission technologies where feasible.
- Educating and engaging with our employees and stakeholders on minimizing their carbon footprint
- Developing a services portfolio that assists our customers in their journey towards decarbonisation, reflecting our commitment to facilitating a low-carbon future.

Energy Consumption

Aligned Automation recognizes the importance of conserving energy and promoting energy efficiency. To achieve this, we commit to:

- Identifying opportunities to improve energy efficiency within our facilities and operations, including the use of energy-efficient equipment and technologies.
- Encouraging employees to conserve energy by adopting responsible behaviour and practices.
- Regularly recording and monitoring Key Performance Indicators (KPIs) to gauge our progress in reducing energy consumption
- Managing energy use across our value chain to achieve long-term sustainability and efficiency in our operations.

Waste Management

Aligned Automation understands the significance of responsible waste management practices. To achieve this, we commit to:

- Minimizing waste generation by implementing strategies such as recycling and reusing materials whenever feasible, and reducing waste generated at source through careful and efficient use of resources.
- Ensuring that all waste fractions are managed in adherence to local laws and regulations



- Educating employees about waste reduction and proper disposal methods to promote responsible behaviour.

Water Management

Aligned Automation recognizes the importance of sustainable water management practices. To achieve this, we commit to:

- Regularly monitoring water usage and implementing measures to optimize water consumption.
- Preserving and enhancing water quality across our own operations and value chain
- Educating and encouraging employees to use water responsibly.

Biodiversity

Aligned Automation is committed to actively supporting biodiversity preservation. To achieve this, we commit to:

- Minimizing harm to local ecosystems and natural habitats,
- Actively supporting local biodiversity conservation projects.

Sustainable Products and Services:

Aligned Automation acknowledges the importance of developing environmentally responsible products and services. To achieve this, we commit to:

- Developing and promoting software solutions and services that empower our clients in their Environment, Social, and Governance (ESG) journey.
- Continuously assessing the environmental impact of our services and incorporating environmental considerations into our product development lifecycle where feasible.
- Prioritising energy-efficient software development, promoting sustainable IT hardware, and integrating cloud services with renewable-energy powered data centres, to ensure environmentally responsible IT operations, where feasible.
- Leverage cloud-based solutions, utilize energy-efficient data centres, and adopt green IT, where feasible, to reduce the environmental impact of our IT infrastructure and operations

Review and Compliance:

Aligned Automation is dedicated to the ongoing review and improvement of our environmental policy. We will comply with all relevant environmental laws and regulations and seek ways to exceed these standards when possible. This policy will be communicated to all employees and stakeholders.

By adhering to this policy, Aligned Automation reaffirms its commitment to environmental responsibility, contributing to a greener and more sustainable future for our planet. We will regularly evaluate our progress and adjust our practices to align with the highest environmental standards.



Designated Leads & Responsibilities

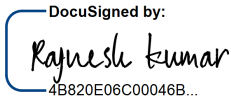

Role	Name	Focus Area and Responsibilities
Environmental Compliance Consultant	Prajakta Shah	Ensures the company is in compliance with all relevant environmental regulations and standards.
Sustainability Coordinator	Aniket Chopde	Develops and implements sustainability initiatives and tracks their progress.
Waste Management Specialist	Pravin Kajale	Focuses on reducing waste and improving recycling efforts within the company.
Energy Efficiency Expert	Ajinkya Deshmukh	Works on strategies to reduce energy consumption and promote the use of renewable energy.
Community Outreach Coordinator	Shinie Nair	Engages with the local community and stakeholders on the company's environmental efforts.
Training and Development Consultant	Nutan Kirad	Organizes training programs to educate employees about environmental issues and the company's environmental policy.


Our Commitment

- **Energy Efficiency:** We commit to optimizing average energy use per employee by 5% through implementing energy-efficient practices and technologies in our offices and server rooms.
- **Waste Reduction:** We pledge to minimize waste by promoting recycling and responsible disposal by 100% segregation of recyclable vs non-recyclable waste by 2025.
- **GHG Reduction Commitment:** We solemnly affirm our dedication to curtail our greenhouse gas emissions by integrating solar energy alternatives for power consumption, enhancing renewable energy optimization through afforestation, and executing carbon offset endeavours.
Continuing and augmenting on our initiatives like endorsement and collaboration with Dr. Garudkar Vasundhara Abhiyan and Parisar foundation Pune and with Isha Foundation Bengaluru for reforestation as well as Shri Govardhan Sanstha Chopda tehsil for water conservation. Also, committed to promote awareness by repeated communication plan internally as well as externally using platforms like LinkedIn.
- **Sustainable Procurement:** We are committed to integrating sustainability considerations into 100% of our procurement contract. We will prioritize suppliers who demonstrate strong environmental practices, ethical labor standards, and responsible sourcing throughout their supply chains.
- **Employee Education:** We provide periodical awareness training to 100% our employees about our environmental policies and sustainable practices.
- **Water Conservation:** We will implement measures to reduce average water consumption per employee by 5% by the year 2025.
- **Sustainable Food Practices:** We will ensure 70% of our consumable food and beverages for our cafeteria from local, sustainable sources.
- **Carbon Footprint:** We will monitor and aim to reduce our carbon footprint, in our office premises as well as travel and commutation.



- **Compliance with Environmental Regulations:** We will comply with all relevant environmental regulations and strive to exceed these standards whenever possible by undertaking Strick assessments and certifications like ISO 14001.
- **Continuous Improvement:** We will regularly review and update our environmental policy and practices to ensure they remain effective and relevant by integrating this as a dedicated accountability and annual KRA for senior management by pursuing ISO 9001.

Aligned Automation Services Private Limited	Aligned Automation Services Private Limited
By:  (Authorized Signature)	By:  (Authorized Signature)
Name: Rajnesh Kumar	Name: Prajakta Shah
Title: Chief Operating Office	Title: Sr. Manager - Admin
Date: 3 October 2023	Date: 2 October 2023

Aligned Automation Services Private Limited
By:  (Authorized Signature)
Name: Shinie Nair
Title: Executive Assistant
Date: 3 October 2023