

# Environment, Social And Governance Policy

## 1. ESG Approach and Philosophy

Nesco Limited ("Nesco" or the "Company") is a diversified enterprise with businesses spanning Real Estate (IT Park), Exhibitions and Events (Bombay Exhibition Center), Hospitality (Nesco Foods), Engineering Solutions (Indabrator), and Way Side Amenities. Across these verticals, we recognise that sustainable business practices are integral to long-term value creation for all our stakeholders.

This Environment, Social and Governance ("ESG") Policy ("Policy") sets out Nesco's commitment to conducting its business responsibly, managing its environmental footprint, investing in its people and communities, and upholding the highest standards of governance and ethical conduct.

The Policy serves as the overarching framework guiding Nesco's ESG focus areas, initiatives, and reporting. It is aligned with the National Guidelines on Responsible Business Conduct (NGRBC), the Business Responsibility and Sustainability Report (BRSR) requirements, and applicable laws and regulations.

## 2. Applicability

This Policy has been approved by the Board of Directors and is applicable to Nesco Limited. It applies to all employees, workers, and, where applicable, business partners and suppliers of the Company.

## 3. ESG Framework and Focus Areas

Nesco's ESG framework is structured around three strategic pillars that reflect the Company's material ESG priorities, as identified through its Materiality Assessment. These pillars guide the Company's efforts to create sustainable value while managing risks and meeting stakeholder expectations.

Environment	Social	Governance
<b>Focus Areas</b> <ul style="list-style-type: none"> <li>• <b>Energy Management</b></li> <li>• <b>Waste Management</b></li> <li>• <b>GHG Emissions</b></li> <li>• <b>Green Buildings</b></li> <li>• <b>Water Management</b></li> <li>• <b>Circularity and Sustainable Resource Use</b></li> <li>• <b>Climate Change</b></li> <li>• <b>Product Lifecycle Management</b></li> <li>• <b>Biodiversity &amp; Land Use Management</b></li> </ul>	<b>Focus Areas</b> <ul style="list-style-type: none"> <li>• Customers</li> <li>• Occupational Health &amp; Safety</li> <li>• Employee Well-being &amp; Engagement</li> <li>• Human Capital Development</li> <li>• Diversity, Equity &amp; Inclusion (DEI)</li> <li>• Human Rights</li> <li>• Community</li> </ul>	<b>Focus Areas</b> <ul style="list-style-type: none"> <li>• Regulatory Compliance</li> <li>• Corporate Governance &amp; Board Oversight</li> <li>• Responsible Supply Chain</li> <li>• Business Ethics and Anti-Corruption</li> <li>• Risk Management</li> <li>• Stakeholder Engagement &amp; Grievance</li> <li>• Transparency</li> <li>• Innovation</li> <li>• Data Privacy</li> <li>• Economic Performance</li> <li>• Board Diversity and Compensation</li> </ul>

## **A. Environment**

Nesco is committed to minimising its environmental impact and embedding resource efficiency across its operations. The Company shall strive to maintain leading standards of sustainable design, construction, and operations across its real estate assets, and to maximise the use of clean and renewable energy sources across all its businesses.

The Company shall strive to:

- Monitor and manage energy consumption, greenhouse gas (GHG) emissions, and water use across all its assets and operations on a regular basis, with a focus on continuous efficiency improvements.
- Explore and expand the use of renewable energy sources and clean technologies to progressively reduce its carbon footprint.
- Manage waste responsibly, promoting the principles of reduce, reuse, and recycle across businesses and facilities.
- Assess and manage climate-related risks and opportunities
- Maintain and pursue green building standards for its real estate assets, consistent with applicable green rating systems.
- Promote circularity and sustainable resource use across its operations and value chain, exploring opportunities to minimise waste and extend the lifecycle of materials and products.
- Consider the environmental and social impacts of its products and services across their lifecycle, where applicable.
- Protect biodiversity and manage land use responsibly in the development, operation, and maintenance of its facilities.

The above commitments are to be read in conjunction with the Company's Policy on Environment Management and Protection, which sets out the detailed objectives, standards, and procedures applicable to environmental management.

## **B. Social**

Nesco's diverse workforce spans corporate, contractual, and service-oriented roles across its business verticals. The Company recognises that the health, safety, development, and inclusion of its people, as well as the wellbeing of the communities it operates in, are central to its long-term resilience and reputation.

The Company shall strive to:

- Provide a safe, healthy, and inclusive workplace for all employees and workers, maintaining best practices of occupational health and safety systems aligned with applicable regulations and industry best practices.
- Foster a diverse, equitable, and inclusive (DEI) workplace, ensuring equal opportunity in employment and freedom from discrimination on the basis of gender, age, caste, religion,

nationality, disability, or any other protected characteristic. The Company shall endeavour to foster an inclusive culture and promote equal opportunity at all levels of the organisation.

- Invest in the learning, development, career growth, and overall well-being of employees, fostering a culture of high performance and meaningful engagement.
- Respect and uphold human rights across its operations and value chain, with zero tolerance for forced labour, child labour, or any form of modern slavery.
- Actively engage with and invest in the communities through Corporate Social Responsibility (CSR) programmes, in line with the Company's CSR Policy.
- Maintain accessible and effective grievance mechanisms for employees, workers, and other stakeholders to raise concerns and have them addressed promptly and fairly.
- Deliver high standards of service and experience to customers across all business verticals, grounded in the Company's commitment to quality and customer centricity.

The above commitments are to be read in conjunction with the Company's Policy on Health and Safety, Policy on Human Capital Management, Policy on Human Rights, Policy on Sexual Harassment at Workplace, CSR Policy, and Stakeholder Grievances Management, which set out the detailed procedures and standards applicable to each area.

### **C. Governance and Responsible Business Conduct**

Nesco is committed to the highest standards of corporate governance, ethical conduct, and transparency. The Company's governance framework provides the foundation for responsible decision-making and accountability across all levels of the organisation.

The Company shall strive to:

- Conduct all business activities in compliance with applicable laws, regulations, and internal policies, including those governing anti-bribery, anti-corruption, and fair competition.
- Maintain an effective risk management framework, with the Risk Committee of the Board overseeing sustainability-related risks and opportunities as part of the Company's ERM process.
- Engage responsibly with its supply chain, through a Suppliers Code of Conduct that sets expectations on ESG standards, regulatory compliance, and ethical behaviour.
- Protect the data privacy of employees, customers, suppliers, and other stakeholders in accordance with applicable data protection laws.
- Ensure timely, accurate, and transparent disclosures to shareholders, regulators, and other stakeholders.
- Avoid conflicts of interest and prohibit insider trading in accordance with the applicable Code of Conduct and SEBI regulations.
- Promote a culture of innovation across its businesses, supporting the development of new solutions, technologies, and business models that create sustainable value and competitive advantage.
- Embed ESG considerations into business strategy and decision-making, recognising that responsible governance and sustainable practices contribute to the long-term resilience and value creation of the Company for the benefit of all stakeholders.
- Ensure appropriate diversity in Board composition and alignment of executive compensation, in line with the Nomination & Remuneration Policy.

The above commitments are to be read in conjunction with the Company's Anti-Bribery, Corruption and Gifting Policy, Code of Business Conduct and Ethics, Whistle Blower Policy, Suppliers Code of Conduct, Risk Management Policy, Policy of Stakeholder Relationships, Public Advocacy Policy, and Nomination & Remuneration Policy, which set out the detailed procedures and standards applicable to each area.

#### **4. ESG Governance Structure**

The Board of Directors, through its Risk Committee, provides oversight of Nesco's ESG initiatives, policies, and performance. The Risk Management Committee of the Board is responsible for decision-making on ESG and sustainability matters.

The executive leadership is responsible for implementation, supported by cross-functional teams across business units. ESG performance and progress against material topics are reviewed periodically and reported in the Company's Annual Report through the Business Responsibility and Sustainability Report (BRSR).

#### **5. ESG Reporting**

Nesco shall disclose its ESG performance annually through the BRSR, in accordance with SEBI (LODR) Regulations. The Company's ESG ambitions and action areas are aligned with the NGRBC Principles, and performance against these principles is discussed in detail in the BRSR.

Where appropriate, the Company may align its disclosures with relevant voluntary global frameworks such as GRI (Global Reporting Initiative), TCFD, and IFRS Sustainability Disclosure Standards.

#### **6. Review and Amendment**

This Policy shall be reviewed periodically by the Board of Directors and updated as necessary to reflect changes in applicable law, regulatory requirements, business context, or evolving ESG best practices. Any material amendments to this Policy shall be approved by the Board.

#### **7. Dissemination of this Policy**

This Policy shall be made available on the Company's website at [www.nesco.in](http://www.nesco.in).

1st Version of the Policy approved by the Board of Directors at its meeting held on 25 May 2026.