

## **Environment Social and Governance (ESG) Policy at House of Perfect,**

**We are committed to conduct our business in a sustainable and responsible manner. This ESG policy outlines our dedication to environmental stewardship, social responsibility, and strong corporate governance. By integrating ESG principles into our operations, we aim to create long-term value for our stakeholders while minimizing our environmental impact and contributing positively to society.**

### **Our Commitments**

- Comply with applicable laws and regulations wherever the business is conducted.
- We strive to optimize energy efficiency throughout our operations by adopting energy-efficient technologies, implementing energy management systems, and promoting awareness among employees.
- We actively seek opportunities to transition to renewable energy sources, such as solar, to reduce our reliance on fossil fuels.
- We are committed to measuring, monitoring, and reducing our greenhouse gas emissions through initiatives like energy conservation, fuel efficiency, and exploring low-carbon alternatives.
- We promote responsible waste management practices, including waste reduction, recycling, and proper disposal methods. We aim to minimize waste sent to landfills and explore opportunities for waste to energy conversion.
- We endeavour to conserve water resources by implementing water-efficient technologies, promoting responsible water usage practices, and exploring water recycling and reuse opportunities.
- We prioritize the health, safety, and well-being of our employees, customers, and communities. We maintain a safe work environment, provide appropriate training, and promote a culture of safety throughout the organization.
- We value diversity and inclusion and promote equal opportunities for all employees, regardless of their race, gender, ethnicity, or other protected characteristics. We foster an inclusive workplace culture that celebrates diversity.
- We expect our suppliers and partners to adhere to ethical business practices, including fair labour conditions, human rights protection, and environmental responsibility. We engage in responsible sourcing and promote transparency in our supply chain.
- We actively engage with the communities in which we operate by supporting local initiatives, contributing to community development projects, and fostering partnerships that address social needs.
- We conduct our business with the utmost integrity, complying with all applicable laws, regulations, and ethical standards. We maintain a robust code of conduct and promote a culture of ethics and integrity throughout the organization.
- We actively engage with our stakeholders, including shareholders, employees, customers, and communities, seeking their input and feedback on our ESG practices.

**We are committed to transparent communication and active dialogue. We are committed to regular ESG reporting, providing transparent and comprehensive information on our ESG performance, targets, and progress. We follow recognized frameworks, such as the Global Reporting Initiative (GRI), Integrated Reporting (IR) Framework and Business Reporting & Sustainability Reporting (BRSR), to ensure consistent and meaningful reporting.**

# BUSINESS CONTINUITY POLICY AT HOUSE OF PERFECT

Date of Policy- 01-04-2024

Version- Approved by MT

HOUSE OF PERFECT ensure an effective Business Continuity System by the following:

- Enterprise Risk Management Framework and Processes: Identifying assessing and mitigating internal and external risks, that can disrupt critical operations.
- Business Impact Analysis (BIA) through Risk Management Framework, to determine activities that are crucial to running the business and focus its risk assessment on the critical activities of the organization.
- Business Continuity Plan (BCP) for all the Business Units in alignment with National Disaster Management Authority guidelines for disaster management.
- Aligning Business Continuity Process as per HOUSE OF PERFECT's Operation Guidance Note "Emergency Response Planning" and HOUSE OF PERFECT's "DATA CONTROL & RETRIEVAL POLICY"
- Resource planning: for allocating adequate resources for the critical functions and activities of the Business.
- Meeting stakeholders' expectations for business continuity by working proactively on internal systems and capabilities.
- Compliance- Complying with all relevant laws, regulation standards and statutory requirements applicable to its operation.
- Continuous learning and improvement for strengthening Business Continuity Policy.
- Communication - Communicating the policy, training key stakeholders, and testing the readiness of the organization by conducting mock drills and Internal audits.

## 4. POLICY REVIEW

This policy shall be reviewed along with the MT once every two years intervals so that the policy remains compliant with the changing business dynamics, legal and statutory requirements.