

CLIMATE CHANGE AND SUSTAINABILITY POLICY

We at MITCON Consultancy and Engineering Services Limited, Pune, are committed to SBTi to reduce Greenhouse Gas Emissions (Scope 1 and Scope 2) of our organization to 46% by year 2030 to limit Global Temperature to 1.5 Degree Celsius and support, fulfil the policy of India's Net Zero 2070.

We are/shall offer our Sustainability services in Climate Change, Decarbonisation and Sustainability Reporting for Corporates, Organizations and Industries across the globe to help and support them to reduce their GHG emissions and inculcate Sustainability Practices to fulfil 17 Sustainable Development Goals of United Nations as well as achieve Net Zero by 2050.

We are/shall aware our stakeholders about Sustainability Practices in Environment, Climate Change, Renewables, Infrastructure and render Engineering Services, Business & Financial Advisory Services, Training, Research & Development, Testing and Monitoring and Social & CSR facilities for our all stakeholders and society at a large to enrich lifestyles of human beings and all the elements of Biota and Abiota for better tomorrow.

SCOPE

This policy relates to how the services and operations within our company and across our stakeholders will be continually reviewed and improved in the field of Sustainability and Climate Change, so that we can integrate Climate Change and Sustainability, Social and Governance as well as Sustainability considerations into our everyday practices and make a positive contribution to Corporates, Organizations, Industries and society at a large.

PURPOSE

We acknowledge that our company has potential impacts on people and the Climate Change and Sustainability through our operations and supply chains. Through this policy we:

- Commit to comply with applicable law in all our operations.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Commit to minimise our impact on our Climate Change and Sustainability and maximise the effective use of resources.
- Commit to foster responsible Climate Change and Sustainability behaviour amongst staff at all levels.
- Commit to minimise risks and impacts through processes and systems to implement, measure and monitor Climate Change and Sustainability and social performance.
- Commit to increase communication and awareness of our efforts.

PRINCIPLES

We will:

- add value to our products and services to support sustainability markets.
- be a Climate Change and Sustainability responsible neighbour in our community.
- comply with all laws governing the Climate Change and Sustainability as per NGRBC and GRI.
- conduct audits, evaluations, and self-assessments of the implementation of this policy.
- consider and support sustainability initiatives with a strong business case.
- foster a sustainably aware culture, where responsibility is assigned and understood.
- integrate sustainability into our existing business models, accounting and reporting.
- lessen our Climate Change and Sustainability impact by purchasing Climate Change and Sustainability-friendly products and services.
- manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.

- minimise or offset our impact on the Climate Change and Sustainability.
- promote Climate Change and Sustainability awareness throughout all operations of the company.
- reduce operating costs through improved resource management e.g., water, waste, energy, carbon, employee engagement.
- reduce reputation risks and communicate actions.
- strive to better understand both the direct and indirect impact that our practices may have on the Climate Change and Sustainability.
- strive to raise awareness in the community, encourage participation and train employees in Climate Change and Sustainability and social matters.
- take steps to continually improve Climate Change and Sustainability performance.
- work towards the conservation of energy, water and resources in all our operations.
- work with our entire supply chain in order to gain mutual benefits of incorporating Climate Change and Sustainability sustainable goals into everyday business.

DISCLOSURE:

This policy shall be disclosed on the Company's website at www.mitconindia.com. Web link thereto shall be provided in the prescribed reports under Companies Act, 2013 or SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

AMENDMENTS AND UPDATES:

The Board shall have the power, subject to applicable laws, to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy. The Company Secretary being the Compliance Officer is also authorized to make amendment in this policy, where there are any statutory changes necessitating the amendment in the policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy and further the objective of good corporate governance.

Sd/-
Mr. Anand Chalwade
Managing Director

Policy Adopted on 13th February, 2023