

ESG Policy

At Navayuga Engineering Company Limited, we are dedicated to integrating environmental, social and effective corporate governance principles into every facet of our (EPC) business. Our ESG Policy Statement underscores our unwavering commitment to enhancing our ESG performance in all business decisions and opportunities. This policy is to be adhered to by our shareholders, management, employees, contractors, suppliers/vendors and all other stakeholders involved in our operations. To achieve our objectives, we pledge to:

- a) Responsibly meet the needs of our clients and stakeholders by conducting operations in an environmentally and socially conscious manner, continually striving for improvement to minimize ESG risks and impacts.
- b) Ensure compliance with all relevant national and local laws, and applicable international environmental and social safeguards requirements, including but not limited to IFC Performance Standards.
- c) Implement sector-specific ESG performance procedures and operating standards to mitigate associated risks across all our current and future projects.
- d) Promote environmental enhancement measures and social benefits at all our project sites, reporting these initiatives to our senior management.
- e) Establish a simplified Grievance Redressal Mechanism to address community grievances related to land acquisition, resettlement, compensation, cultural heritage preservation, and impacts on the ecosystem, promptly forwarding such grievances to the relevant authority/client for resolution.
- f) Protect vulnerable groups, including economically and socially disadvantaged individuals, women, children, physically handicapped individuals, and indigenous peoples, through Corporate Social Responsibility activities aimed at improving their quality of life.
- g) Ensure equal opportunities for all stakeholders involved in our operations, fostering a discrimination-free work environment, equal pay for equal work, implementing grievance redressal mechanisms for both internal and external stakeholders, safeguarding personnel data privacy, upholding code of conduct and promoting diversity at all levels within our organization.
- h) Deliver consistent, safe, and timely services that meet or exceed customer requirements, prioritizing quality, health, safety, Innovative and environmental considerations.
- i) Strive to create a safe and conducive work environment for all direct and indirect workers, working tirelessly to achieve injury-free project sites with zero fatalities and accidents.
- j) Set and monitor ESG targets to continually enhance our organization's ESG performance.

Date: 08-01-2026

Approved by CEO

