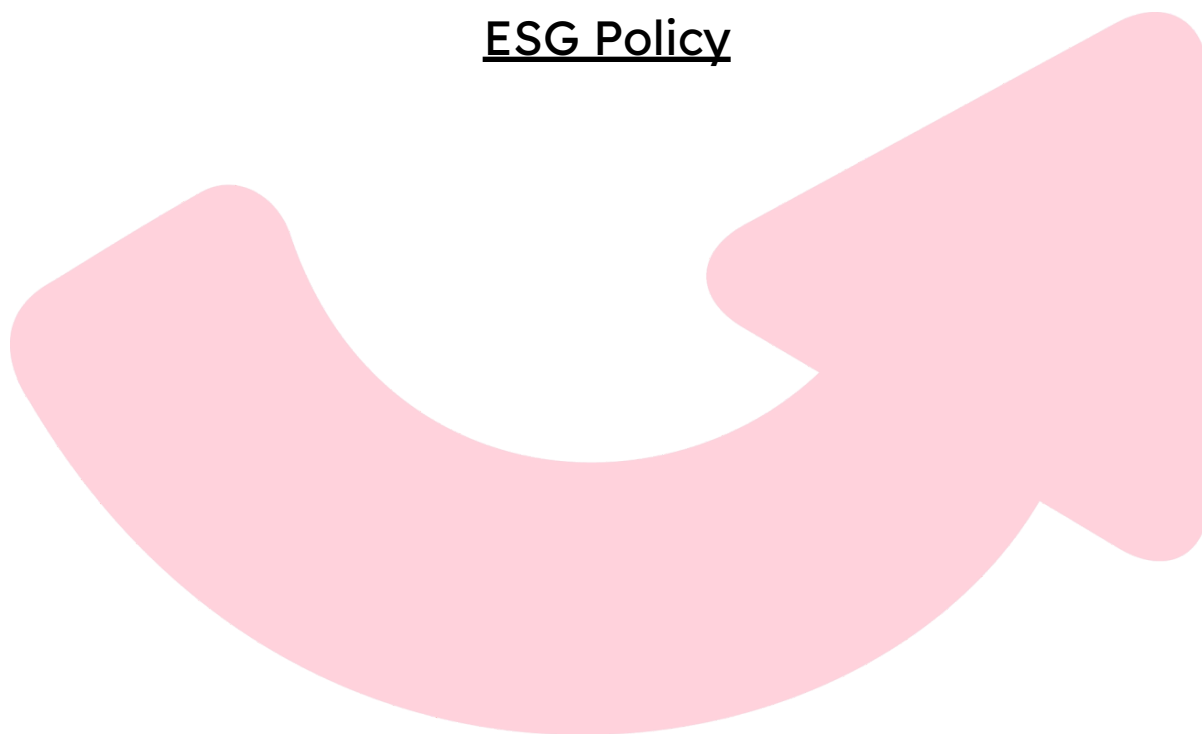


InfoBeans

CREATING **WOW!**

ESG Policy



1 Objective

The objective of our ESG (Environmental, Social, and Governance) policy as an IT company is to integrate sustainability and responsible practices into our operations and services. By adopting this policy, we aim to:

Environmental Responsibility: Reduce our environmental impact by minimizing resource consumption, promoting energy efficiency, and implementing sustainable practices throughout our value chain. We will strive to reduce waste generation, carbon emissions, and water usage while promoting the use of renewable energy sources.

Social Responsibility: Foster a diverse, inclusive, and safe work environment where all Team Members are treated with respect and dignity. We will prioritize fair labor practices, equal opportunities, and work-life balance. Additionally, we aim to engage with local communities and contribute to their well-being through various initiatives.

Governance and Ethics: Maintain high standards of corporate governance, transparency, and accountability. We will ensure compliance with applicable laws, regulations, and industry standards. Our goal is to promote ethical business practices, prevent corruption, protect data privacy and security, and maintain strong relationships with our stakeholders.

2 Scope

Our ESG policy applies to all aspects of our company's operations, including but not limited to:

- Internal Operations
- Supply Chain
- Services
- Stakeholders

3 Policy Statement

At InfoBeans, we recognize the importance of integrating environmental, social, and governance considerations into our business operations. We are committed to operating in a responsible and sustainable manner to contribute positively to society and protect the environment. This policy outlines our commitment to ESG principles and sets the framework for our practices. InfoBeans establishes the following benchmark for our ESG activities:

- Zero Health and Safety incidents
- Zero Information Security & Data Privacy incidents
- Zero POSH incidents
- Zero Bribery, Corruption, Money Laundering incidents
- Zero Child & Forced Labour incidents
- Achieve SBTi near term targets within given timeline

3.1 Environmental Responsibility

3.1.1 Environmental Compliance

We will comply with all applicable environmental laws, regulations, and standards in the countries where we operate. We strive to continuously improve our environmental performance by minimizing the use of natural resources, reducing waste generation, and promoting energy efficiency.

3.1.2 Climate Change Mitigation

We acknowledge the urgent need to address climate change and will take proactive measures to reduce our greenhouse gas emissions. We will set targets to reduce our carbon footprint, invest in renewable energy sources, and explore opportunities for energy conservation throughout our operations.

3.1.3 Biodiversity and Conservation

We will consider the impact of our activities on biodiversity and ecosystems and aim to minimize any negative effects. We will support conservation initiatives and responsible land use practices to protect and restore biodiversity.

3.2. Social Responsibility

3.2.1 Human Rights and Labor Standards

We are committed to upholding internationally recognized human rights and labor standards. We will treat our Team Members, customers, suppliers, and communities with fairness, respect, and dignity. We will not tolerate any form of discrimination, child labor, forced labor, or any other human rights abuses.

3.2.2 Health and Safety

We prioritize the health and safety of our Team Members, contractors, and visitors. We will provide a safe and healthy working environment by implementing appropriate measures, conducting regular risk assessments, and providing adequate training and resources to promote well-being.

3.2.3 Community Engagement

We will actively engage with the communities in which we operate to understand their needs and concerns. We will strive to be a responsible neighbor, supporting local initiatives, and contributing to the social and economic development of these communities.

3.3. Governance and Ethics

3.3.1 Ethical Conduct

We expect all Team Members to uphold the highest ethical standards in their interactions with colleagues, clients, and stakeholders. We will promote transparency, honesty, and integrity in all aspects of our operations and ensure compliance with applicable laws, regulations, and industry best practices.

3.3.2 Board Oversight

Our Board of Directors will provide oversight of our ESG performance and ensure that ESG considerations are integrated into our decision-making processes. We will regularly review and report on our ESG performance to stakeholders.

3.3.3 Supply Chain Management

We will work with our suppliers to promote responsible business practices throughout the supply chain. We will give preference to suppliers who share our commitment to ESG principles and encourage them to adopt sustainable and ethical practices.

4. Monitoring and Reporting

We will establish systems to monitor and measure our ESG performance regularly. We will report our progress and initiatives to stakeholders through transparent and reliable channels, providing them with accurate and timely information. We shall implement a robust governance to review incidents in this regard & avoid occurrence or recurrence.

5. Continuous Improvement

We recognize that ESG is an ongoing journey, and we are committed to continuous improvement. We will regularly review our ESG policies, practices, and performance to identify areas for enhancement and align ourselves with emerging best practices.

6. Compliance and Review

This ESG policy applies to all Team Members and stakeholders of InfoBeans. Non-compliance with this policy may result in disciplinary action. We will periodically review and update this policy to ensure its effectiveness and relevance.