



ESG POLICY

At [SAFETY SKILL DEVELOPMENT FOUNDATION], we use the term 'ESG' to describe a comprehensive set of environmental, social and governance matters impacting our company. We put these concerns at the core of our operations.

WHAT ESG MEANS FOR US

We are following a definition of ESG developed with and by VentureESG which defines ESG across eight issue areas linked to E, S and G respectively.

1. Environment: considering the environmental impact from Scope 1 (directly caused by the company, e.g., through facilities) and Scope 2 (indirectly caused, e.g., energy, electricity, waste) to Scope 3 (caused by upstream and downstream activities, e.g., business travel, transportation of the product, customers' energy usage); targeting both measuring but most importantly reducing the impact across all scopes.
2. Social:
 - a. DEI: integrating diverse and inclusive practices across all areas of the business (e.g., diversity across all levels of the organization, inclusive hiring practices)
 - b. Team and working environment: building a strong culture and being a conscientious employer (e.g., pay gap, parental leave, living wage)
 - c. Responsible product design: designing and building products with consideration of the ethical and human implications on the end-user and society
 - d. Supply chain: working towards an ethical and environmentally resilient supply chain (including a [Supplier Code of Conduct](#) embracing the UN's Global Compact)
3. Governance
 - a. Legal and regulatory: being on top of and aligned to the latest laws, regulations and compliance standards (e.g. GDPR (and equivalent), [UN Guiding Principles of Business and Human Rights](#), the [eight core ILO conventions](#)); the oversight of these issues should be ensured by the founding team and Board of Directors.
 - b. Governance: having appropriate governance structures in place, according to the company's stage (e.g., board structure, share structure); writing out a code of conduct (committing the company to high ethical standards); adopting a whistle-blower policy.
 - c. Data privacy and security: instilling a strong culture of trust, responsibility, and best practice (e.g., with internal systems) around data

HOW WE OPERATIONALIZE ESG IN SSDF

- ESG responsibility: while every member of our team is concerned with and thinks along the lines of ESG when making decisions, we have assigned the overall responsibility for ESG to [Ms. Gargi Sablok; Assistant Operational Manager]. Our approach to ESG will be discussed regularly in our C-level meetings (at least thrice a year).



- Hiring and working environment: we are committed to hiring a diverse team and providing an inclusive working environment. We have a specific DEI policy in place (including considerations of inclusive hiring, parental leave, pay gaps).
- Good governance: all our decision making in both the advisory / oversight board and larger team is committed to good governance principles; across these bodies, we track a range of diversity metrics (e.g., gender/ethnicity of team and advisory board) and are committed to always keeping ideally a 50/50 gender split.
- Impact & ESG report: We will publish a public Impact & ESG report every year including both our own internal impact & ESG metrics and assessments as well as an overview of our portfolio's.

Any employee who has questions about this policy or requires further information about ESG should contact the [**Ms. Gargi Sablok; Assistant Operational Manager**].

ACKNOWLEDGMENT

By signing below, I acknowledge that I have read and understand this policy.

Date: **4/12/2023** _____

Signed: _____

Printed Name: ___ **Col Anand Kumar Singh (CEO)** _____

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