



MIT Global Consulting Private Limited

ENVIRONMENTAL POLICY

Version	Date	Prepared by	Reviewed by	Approved By
1.0	20.05.2024	Madhu Jain	Sangeeta Mungapatil	Sandeep Dhurka
1.1	24.10.2024	Madhu Jain	Sangeeta Mungapatil	Sandeep Dhurka
1.2	27.01.2025	Sangeeta Mungapatil	Aakash Dhurka	Sandeep Dhurka

Policy Statement:

We are committed to making a positive environmental impact by encouraging responsible resource use and sustainable procurement practices. We are dedicated to focus on minimizing energy consumption, conserving water, and reducing waste and adhering to all applicable local and national environmental laws and regulations as we strive for continuous improvement in our environmental performance.

Scope:

This policy applies to employees, clients, and all third-party suppliers/ vendors.

Commitments:

We are committed to

- Achieving energy efficiency by measuring our energy consumption, minimizing it through optimal use of electronic equipment and installing energy efficient devices whenever possible.
- Conserving resources by optimizing the use of natural resources across our activities to the best of our abilities.
- Measuring our carbon footprint and taking appropriate steps to reduce it.
- Considering environmental factors while prioritizing suppliers or vendors who have environmental credentials and accreditation wherever possible.
- Opting for sustainable work practices by choosing remote work practice wherever applicable, minimizing non-essential travel, promoting use of travel alternatives such as video conferencing or emails and by choosing the lowest impact mode of transportation wherever necessary.
- Ensuring that the waste from our operations will be managed responsibly and recycled through an authorized recycling agency
- Providing training and generating awareness among employees for implementation of the environmental policy and taking initiatives to engage staff in ecofriendly activities
- Encouraging our value chain partners to extend these standards to their operations
- Complying with all the relevant environmental laws and regulations
- Monitoring our environmental performance through internal checks and striving to improve it.
- Regularly reviewing and updating the environmental policy to continuously improve our environmental performance
- Reporting and communicating our environmental commitments and performance in a transparent manner to our stakeholders.

We will monitor our progress by achieving and tracking the following targets by the end of every year, compared to the baseline year 2025:

- Achieve 100% recycling of e-waste generated from our operations through authorized recycling agencies within the next five years.
- Reduce paper usage by 20% over the next five years.
- Measure, Monitor, Segregate, Recycle and reduce the waste generated from our offices in a phased manner.

- Conduct environmental awareness within our ESG team through specific training programs.
- Monitor the GHG emissions.
- 100 % of employees completing environmental awareness training.

Roles and Responsibility:

The ESG Committee is responsible for developing the Environmental policy and proposing annual objectives to the Board of Directors. It also identifies best practices and tools that the company can use to help achieve its commitments and targets.

Records and Documentation:

- Training Records
- Minutes of Meetings of the ESG Committee
- Internal Audits
- Implementation records

Policy Review:

We ensure that there is constant monitoring to prevent violations of this policy. This policy is subject to review and updated every six months and all changes will be communicated to the relevant stakeholders. For any questions and feedback, contact the ESG committee.

Reporting:

We will monitor and report on the overall progress of the effective implementation of the policy.

ESG Committee

Sr. No.	Name of the member	Designation
1.	Mr. Sandeep Dhurka	Founder and Director
2.	Mr. Aakash Dhurka	Director
3.	Ms. Sangeeta Mungapatil	HR Head
4.	Ms. Madhu Jain	Sr. Accounts Head
5.	Mr. Jayesh Parmar	Admin/Procurement Head