

HERITAGE MAX REALTECH PRIVATE LIMITED

Version #	Version Date	Effective Date	Next review date
V3	20 September 2024	30 September 2024	On or before Sep 30, 2025

ESG LEADERSHIP COMMITMENTS

INTRODUCTION:

At Heritage Max Realtech Private Limited, we recognize Environmental, Social, and Governance (ESG) leadership as a cornerstone of responsible business and sustainable value creation. Our ESG commitments are embedded in the strategic direction and core operations of our organization, driven by our leadership and supported by every employee and stakeholder. We are aligned with the UN Sustainable Development Goals (SDGs) and GRESB's ESG benchmarks, ensuring that our efforts contribute meaningfully to global and local sustainability priorities.

This policy affirms our senior management's dedication to sustainability performance, strategic ESG integration, and long-term stakeholder value while meeting the expectations of GRESB's Leadership, Policy & Strategy indicators.

ESG LEADERSHIP AND STRATEGY:

EXECUTIVE OVERSIGHT: Our Board of Directors and senior leadership are actively engaged in ESG oversight, setting strategic ESG priorities, approving sustainability-related investments, and monitoring key performance indicators (KPIs).

ESG GOVERNANCE STRUCTURE: We have established a dedicated ESG Taskforce composed of cross-functional leaders who report directly to the management board. This taskforce is responsible for ESG policy implementation, risk assessment, target-setting, and continuous improvement.

STRATEGIC ESG OBJECTIVES:

- Mitigate climate change impacts and transition to low-carbon operations.
- Foster inclusive and resilient communities.
- Strengthen ethical business practices and transparency

ENVIRONMENTAL COMMITMENTS:

CLIMATE ACTION (SDG 13):

- Commit to science-based carbon reduction targets aligned with national and global climate goals.
- Integrate energy modelling, passive design strategies, and renewable energy systems into project development.
- Pursue green certifications (e.g., IGBC, LEED) for all major projects.

SUSTAINABLE INFRASTRUCTURE (SDG 9):

- Adopt nature-based solutions, enhance green cover, and incorporate low-impact development (LID) techniques.
- Design infrastructure with climate resilience in mind, including flood-resistant planning and heat mitigation strategies.

Regd. Office : K-1 Green Park Main, New Delhi-110016

Corp. Office : 10th Floor, Tower - D, Global Business Park, M.G. Road, Gurugram – 122002

Tel : +91 124 2803000 , Fax : +91 124 2803001 ; E-mail : info@conscient.in

CIN : U70200DL2015PTC286008

HERITAGE MAX REALTECH PRIVATE LIMITED

CIRCULAR ECONOMY (SDG 12):

- Implement construction waste management plans, track waste diversion rates, and enforce responsible material sourcing.
- Introduce closed-loop systems for water and material reuse
- Strengthen ethical business practices and transparency

SOCIAL COMMITMENTS:

COMMUNITY ENGAGEMENT (SDG 11):

- Develop community needs assessments during project design.
- Establish regular engagement forums with local communities to encourage feedback, transparency, and co-development.

LABOR STANDARDS (SDG 8):

- Ensure health and safety protocols meet national and international benchmarks.
- Enforce zero-tolerance policies against child labor, discrimination, and forced labor across the supply chain.
- Provide regular training on worker rights, safety, and wellness.

DIVERSITY AND INCLUSION (SDG 5):

- Set measurable diversity and gender equity targets at all organizational levels.
- Promote inclusive hiring, career advancement opportunities, and equitable pay practices.

GOVERNANCE COMMITMENTS:

ETHICAL BUSINESS PRACTICES (SDG 16):

- Uphold a robust Code of Ethics and Business Conduct applicable to all employees, contractors, and vendors.
- Regularly conduct compliance training and third-party audits.
- Maintain transparent procurement and anti-bribery practices.

RISK MANAGEMENT (SDG 17):

- Integrate ESG risk identification and mitigation in enterprise risk management frameworks.
- Monitor climate, legal, reputational, and operational ESG risks through internal dashboards and external disclosures.

STAKEHOLDER ENGAGEMENT (SDG 17):

- Map and prioritize stakeholders through an annual materiality assessment.
- Publish annual ESG reports detailing progress, challenges, and stakeholder feedback.
- Collaborate with external experts, NGOs, and government bodies to promote best practices and innovation.

MONITORING, REPORTING, AND CONTINUOUS IMPROVEMENT:

- Annual review and update of ESG objectives and strategies.
- Integration of ESG performance indicators into corporate reporting and internal audits.
- Participation in third-party benchmarking (e.g., GRESB, CDP) and voluntary disclosures.
- Public disclosure of ESG performance and progress through the company website and sustainability reports

Regd. Office : K-1 Green Park Main, New Delhi-110016

Corp. Office : 10th Floor, Tower - D, Global Business Park, M.G. Road, Gurugram – 122002

Tel : +91 124 2803000 , Fax : +91 124 2803001 ; E-mail : info@conscient.in

CIN : U70200DL2015PTC286008

HERITAGE MAX REALTECH PRIVATE LIMITED

SENIOR LEADERSHIP COMMITMENT:

This policy is formally endorsed by the Board of Directors and Executive Management. The leadership team is accountable for ensuring that ESG principles are fully embedded in the organizational culture and decision-making processes. Their commitment is evident through regular ESG performance reviews, strategic alignment of projects with ESG goals, and resource allocation for ESG initiatives.

Regd. Office : K-1 Green Park Main, New Delhi-110016

Corp. Office : 10th Floor, Tower - D, Global Business Park, M.G. Road, Gurugram – 122002

Tel : +91 124 2803000 , Fax : +91 124 2803001 ; E-mail : info@conscient.in

CIN : U70200DL2015PTC286008