HERITAGE MAX REALTECH PRIVATE LIMITED

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V3	20 September 2024	30 September 2024	On or before Sep 30, 2025

ESG OBJECTIVES AND ISSUE-SPECIFIC GOALS

1. INTRODUCTION:

Heritage Max Realtech Private Limited is committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations and corporate culture. We recognize the importance of addressing specific issues such as Diversity, Equity, and Inclusion (DEI), as well as Health & Well-being, alongside broader ESG objectives. This document outlines our comprehensive ESG objectives and issue-specific goals, reflecting our commitment to responsible and sustainable business practices.

2. ENVIRONMENTAL OBJECTIVES:

2.1. RESOURCE EFFICIENCY: Reduce water consumption and waste generation by 80% by 2030, through the implementation of water-saving technologies, waste reduction programs, and materials reuse strategies.

2.2. BIODIVERSITY CONSERVATION: Incorporate biodiversity enhancement measures into our project designs and land management practices, aiming to preserve and enhance local ecosystems and biodiversity.

3. SOCIAL OBJECTIVES:

3.1. COMMUNITY ENGAGEMENT: Strengthen community engagement efforts by fostering transparent communication, stakeholder consultation, and collaboration to address community needs and concerns.

3.2. LABOR STANDARDS: Maintain a safe, inclusive, and fair working environment for all employees and contractors, in compliance with relevant labor laws and international standards.

3.3. SOCIAL IMPACT: Enhance the positive social impact of our projects by creating job opportunities for local residents, supporting education and skill development programs, and promoting social inclusion and cohesion.

4. GOVERNANCE OBJECTIVES:

4.1. ETHICAL BUSINESS PRACTICES: Uphold the highest standards of ethical conduct, transparency, and integrity in all our business dealings, ensuring compliance with legal requirements, ethical norms, and stakeholder expectations.

4.2. RISK MANAGEMENT: Strengthen risk management processes to identify, assess, and mitigate ESG-related risks effectively, integrating sustainability considerations into decision-making processes and business strategies.

4.3. STAKEHOLDER ENGAGEMENT: Foster meaningful dialogue, collaboration, and partnership with all stakeholders, including investors, customers, regulators, and civil society organizations, to build trust, address concerns, and co-create sustainable solutions.

5. ISSUE-SPECIFIC OBJECTIVES:

5.1. DIVERSITY, EQUITY, AND INCLUSION (DEI):

5.1.1. WORKFORCE DIVERSITY: Increase diversity within our workforce through targeted recruitment strategies, diversity training programs, and inclusive hiring practices.

5.1.2. INCLUSIVE WORKPLACE CULTURE: Promote an inclusive workplace culture that values and respects the unique perspectives and contributions of individuals from diverse backgrounds, fostering a sense of belonging and equity for all employees.

5.1.3. SUPPLIER DIVERSITY: Expand supplier diversity initiatives to promote the inclusion of diverse suppliers in our procurement processes, fostering economic opportunities for underrepresented groups.

5.2. HEALTH & WELL-BEING:

5.2.1. EMPLOYEE WELLNESS PROGRAMS: Implement comprehensive employee wellness programs that address physical, mental, and emotional well-being, including access to healthcare services, mental health support, and work-life balance initiatives.

5.2.2. SAFE AND HEALTHY WORK ENVIRONMENT: Ensure a safe and healthy work environment for all employees, with robust health and safety protocols, ergonomic workplace design, and regular health assessments.

5.2.3. COMMUNITY HEALTH INITIATIVES: Support community health initiatives that promote access to healthcare services, nutrition, and wellness education, contributing to improved health outcomes and quality of life for local residents.

6. CONCLUSION:

Heritage Max Realtech Private Limited is committed to achieving our ESG objectives and issue-specific goals, as outlined in this document. By integrating environmental sustainability, social responsibility, and good governance practices into our business operations, we aim to create long-term value for our stakeholders, while contributing positively to the well-being of society and the planet.