Responsible Business and ESG Policy

Centre for Sustainability and Responsibility Inc Private Limited (CSR Inc.)

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1. Policy Statement

Centre for Sustainability and Responsibility Inc Private Limited ("CSR Inc." or "the Company") is committed to conducting its business responsibly, ethically, transparently, and sustainably. The Company recognizes that long-term organizational credibility and value creation depend upon responsible environmental stewardship, social responsibility, and strong governance practices ("ESG").

As a sustainability, CSR, ESG, and responsible business advisory organization, CSR Inc. seeks not only to advise others on responsible conduct, but also to institutionalize these principles within its own governance, operations, consulting engagements, research practices, stakeholder relationships, and workplace culture.

This Policy establishes the Company's commitment toward responsible business conduct and ESG integration across all functions and activities.

2. Purpose

The purpose of this Policy is to:

- Integrate ESG principles into organizational operations and decision-making;
- Promote ethical, transparent, and accountable business practices;
- Minimize adverse environmental and social impacts;
- Protect the rights, dignity, and well-being of stakeholders;
- Encourage responsible consulting and research practices;
- Align with evolving national and international sustainability expectations and frameworks.

3. Scope

This Policy applies to:

- Directors and officers;
- Employees and contractual personnel;
- Consultants, advisors, and research associates;

- Interns and volunteers;
- Vendors, service providers, and business partners;
- All activities undertaken by CSR Inc., including advisory, research, training, field engagement, operations, and public communication.

4. Guiding Principles

CSR Inc. shall conduct its operations based on the following principles:

1. Integrity and ethical conduct;
2. Sustainability and long-term responsibility;
3. Respect for stakeholders and human dignity;
4. Transparency and accountability;
5. Compliance with applicable laws and standards;
6. Evidence-based and independent advisory;
7. Prevention of harm and responsible risk management.

5. Environmental Responsibility (E)

CSR Inc. recognizes environmental sustainability as an essential component of responsible business.

The Company shall strive to:

5.1 Resource Efficiency

- Promote efficient use of energy, water, paper, and other resources;
- Encourage digital processes and reduced material consumption.

5.2 Waste Reduction

- Minimize waste generation;
- Encourage responsible disposal and recycling practices.

5.3 Climate and Environmental Awareness

- Integrate climate and environmental considerations into advisory and research assignments;
- Encourage low-carbon and sustainable operational practices where feasible.

5.4 Sustainable Procurement

- Prefer vendors and service providers demonstrating responsible environmental practices where reasonably practicable.

5.5 Responsible Travel

- Encourage efficient travel planning and virtual engagement where appropriate to reduce environmental footprint.

6. Social Responsibility (S)

CSR Inc. is committed to respecting human rights and promoting fair, safe, and inclusive practices.

6.1 Human Rights and Dignity

The Company shall:

- Respect internationally recognized human rights principles;
- Avoid complicity in human rights abuses;
- Promote dignity, equity, and fairness in all engagements.

6.2 Diversity, Equity, and Inclusion

CSR Inc. prohibits discrimination based on:

- Gender;
- Caste;
- Religion;
- Ethnicity;
- Disability;
- Age;
- Socio-economic background;
- Or any other protected characteristic.

The Company shall encourage equal opportunity and respectful workplace culture.

6.3 Occupational Health and Safety

CSR Inc. shall maintain a safe, healthy, and respectful working environment and promote physical and mental well-being.

6.4 Responsible Stakeholder Engagement

The Company shall:

- Engage stakeholders respectfully and transparently;
- Recognize concerns of vulnerable and affected communities;
- Avoid exploitative or extractive engagement practices.

6.5 Labour and Workplace Practices

CSR Inc. prohibits:

- Child labour;
- Forced labour;
- Harassment and workplace abuse.

The Company supports fair employment practices and professional dignity.

7. Governance Responsibility (G)

CSR Inc. recognizes governance as the foundation of institutional credibility and ethical conduct.

7.1 Ethical Conduct

The Company shall:

- Maintain high standards of honesty, integrity, and professionalism;
- Prohibit bribery, corruption, kickbacks, and unethical inducements.

7.2 Transparency and Accountability

CSR Inc. shall:

- Maintain transparent financial and operational practices;
- Ensure truthful communication and reporting;
- Avoid misleading sustainability or impact claims.

7.3 Conflict of Interest

Actual or perceived conflicts of interest shall be disclosed and managed appropriately.

7.4 Data Privacy and Confidentiality

The Company shall:

- Protect confidential information;
- Use data responsibly and lawfully;
- Maintain appropriate data security safeguards.

7.5 Responsible Research and Consulting

CSR Inc. commits to:

- Independent and evidence-based advisory;
- Ethical research practices;
- Avoidance of greenwashing, social washing, or reputational laundering;
- Transparent disclosure of limitations and risks where appropriate.

7.6 Compliance

CSR Inc. shall comply with:

- Applicable laws and regulations;
- Professional standards;
- Contractual obligations;
- Ethical governance expectations.

8. ESG Integration in Advisory Services

As a sustainability and CSR advisory organization, CSR Inc. shall strive to:

- Integrate ESG considerations into consulting frameworks;
- Encourage responsible and lawful CSR implementation;
- Promote stakeholder-centered and sustainability-oriented decision-making;
- Support ethical governance and accountability mechanisms.

9. Stakeholder Expectations

CSR Inc. expects its employees, consultants, partners, vendors, and associated stakeholders to:

- Respect this Policy;
- Conduct themselves ethically and responsibly;
- Avoid actions that may damage the Company's integrity or stakeholder trust.

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10. Reporting Concerns

Stakeholders are encouraged to report concerns relating to:

- Ethical misconduct;
- ESG violations;
- Corruption or fraud;
- Harassment or unsafe practices;
- Misrepresentation or unlawful conduct.

Concerns may be reported under the Company's Whistle Blower Policy.

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11. Implementation and Oversight

The management of CSR Inc. shall be responsible for:

- Promoting awareness of this Policy;
- Integrating ESG considerations into organizational practices;
- Reviewing implementation periodically;
- Updating the Policy as necessary.

12. Review and Continuous Improvement

CSR Inc. recognizes that ESG expectations evolve continuously. The Company commits to periodic review and continuous improvement of its responsible business practices.

13. Declaration

CSR Inc. believes that responsible business is not merely regulatory compliance or reputational positioning. It is an ethical commitment to conduct business in a manner that protects human dignity, strengthens institutions, respects the environment, and contributes to long-term societal well-being.

Approved by:

Board of Directors
Centre for Sustainability and Responsibility Inc Private Limited

Review Cycle: Annual