

SUSTAINABILITY POLICY

Document Control

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Revision History

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18-Dec-2023	Global Head HR Shagufta Kazi	CEO M Niruttan	1.1	Created

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1. Background

At 20Cube, we continuously strive to make our solutions better with each passing day. Starting from the conventional way of global trade, today, we have adopted the latest technologies to disrupt the global trade and coordination supply chain by offering real-time visibility and traceability.

We are committed to incorporating sustainability as a core value within our organization. Our mission is to create and deliver sustainable services to our customers. With our digital platform, we are empowering each party in the global coordination business, from buyers, sellers, shippers, and logistics providers, to transform their business, to let them grow and innovate.

We believe our commitment to pursuing Sustainability initiatives can be achieved in parallel with building the long-term interests of our shareholders. The integration of sustainable business practices creates lasting results that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate.

2. Scope

The Board of Directors at 20Cube is responsible for reviewing and overseeing corporate responsibility policies and programs. The executive team, led by the Global Chief Executive Officers, actively oversees the development, review, and implementation of these policies. Regular reviews are conducted to accommodate changes in the business landscape, and these policies are extended to all stakeholders to ensure alignment. The executive team coordinates efforts to identify, address, train, and report on risks and opportunities. A continuous dialogue on these issues is fostered with sustainability experts, employees, shareholders, and other stakeholders.

3. Policy Statement

Sustainability policy

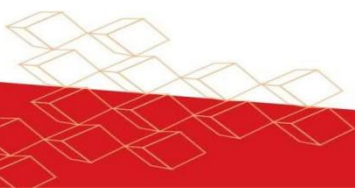
At 20Cube Logistics Pvt Ltd, we are committed to making a positive impact on the environment, society, and the communities in which we operate. We work tirelessly to meet and exceed the expectations of our stakeholders, while continuously improving our sustainability performance.

1. Use of cleaner fuels / Switch to Cleaner and Renewable Sources of Energy.

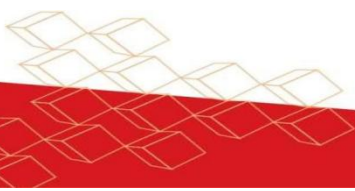
- We commit to transitioning our energy sources to cleaner and greener alternatives.
- Identify and invest in clean fuel technologies that align with our business operations.
- Increase the use of Renewable Energy consumption through available avenues.

2. Resource Efficiency.

- Implement measures to enhance resource efficiency, including energy-saving technologies and practices.
- Establish water conservation strategies and monitor water usage to reduce consumption.



- Adopt waste reduction at source, responsible waste management and explore the areas for recycling to minimize environmental impact.
- 3. GHG Accounting, Reporting, and Mitigation.**
- Conduct regular greenhouse gas (GHG) assessments to measure and report emissions.
 - Develop and implement strategies to mitigate GHG emissions, setting targets for reduction.
 - Transparently report our progress in annual sustainability reports.
- 4. Use of sustainable infrastructure**
- Promote the use of sustainable infrastructure. Such infrastructure, by design, will be energy-efficient, water-efficient, incorporate natural resources harvesting, and include green landscaping.
 - Encourage obtaining regional Green Building Council certification as required.
- 5. Use of Environmentally Friendly Refrigerants.**
- Prioritize the use of environmentally friendly refrigerants in all applicable systems.
 - Regularly update equipment to meet or exceed environmental standards and regulations.
- 6. Sustainable Employee Commute.**
- Encourage and incentivize sustainable commuting options, such as carpooling, public transportation, and cycling.
 - Provide facilities and support for remote work and flexible schedules to reduce the need for daily commuting.
- 7. Responsible supply chain management**
- Encourage Eco friendly product / services procurement of all the products / Services, that we procure for our business operations.
 - Engage vendors and contractors on environment sustainability through trainings and awareness campaigns; develop pre-qualification criteria and integrate the environmental & social considerations in the contractual conditions to collaboratively achieve our objectives of greening supply chain.
- 8. Commitment Toward Social Responsibility (Women Empowerment & Education for Rural Underprivileged Children).**
- Women Empowerment: Avenue Creation for Employment Initiatives
 - Support education for rural underprivileged children through partnerships, scholarships, and community engagement.
 - Regularly assess and report on the social impact of these initiatives.
- 9. Compliance and Reporting.**



- Stay informed about and comply with all relevant environmental regulations and standards.
- Establish a comprehensive reporting system to track and document our adherence to sustainability commitments.
- Encourage open communication with stakeholders regarding our sustainability performance.

10. Commitment to Continuous Improvement.

- Foster a culture of continuous improvement in sustainability practices.
- Regularly assess and update our sustainability goals based on advancements in technology and change in business scenarios.

This policy represents our commitment to sustainability and social responsibility. We will engage all employees in the implementation of these practices and regularly review our progress to ensure that we are making meaningful contributions to a more sustainable and socially responsible future.

Here are the guidelines/initiatives for each of the mentioned sustainability focus areas.

1. Clean Fuels / Switch to Cleaner & Greener Fuels.

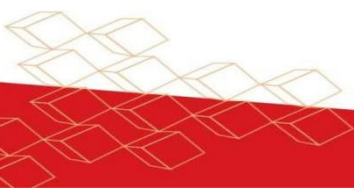
- Develop a transition plan to switch to cleaner fuels, such as biodiesel, natural gas, or electric vehicles.
- Invest in fuel-efficient technologies and vehicles.
- Switch to renewable Energy resources.

2. Resource Efficiency (Energy, Water, Waste).

- Conduct regular energy audits to identify areas of improvement.
- Implement energy-efficient technologies and practices in facilities.
- Install water-saving devices and systems to reduce water consumption.
- Invest in renewable energy sources and energy-efficient technologies.
- Establish waste reduction programs, including recycling and composting.
- Explore areas for Rainwater harvesting and use of natural resources.
- Develop or acquire green infrastructure for operations such as green buildings / Green Warehouse.
- **Develop a practice for Waste segregation at source,**
- Set specific targets for reducing energy, water, and waste, and regularly monitor progress.

3. Use of Environmentally Friendly Refrigerants.

- Transition to refrigerants with lower global warming potential (GWP).
- Regularly inspect and maintain refrigeration systems to prevent leaks.



4. GHG Accounting, Reporting, and Mitigation.

- Develop a greenhouse gas (GHG) inventory to measure emissions.
- Set specific, measurable, and time-bound targets for GHG reduction.
- Report GHG emissions transparently in accordance with relevant standards.
- Engage in carbon offset programs to mitigate unavoidable emissions.

5. Compliance and Reporting.

- Stay informed about environmental regulations and industry standards.
- Establish a robust system for monitoring compliance.
- Develop a comprehensive reporting mechanism for internal and external stakeholders.
- Regularly update policies and procedures to align with evolving regulations.

6. Promote Sustainable Employee Commute.

- Encourage flexible work schedules.
- Provide incentives for the use of public transportation, carpooling, and biking.
- Establish designated parking spaces for fuel-efficient or electric vehicles.
- Educate employees on the environmental impact of commuting choices.

7. Responsible supply chain management

- Provide training and to create awareness regarding responsible supply chain management to our employees.
- Establish a procedure to assess products based on environmental and social considerations.
- Communicate 20Cubes' environmental and social commitment to supply chain partners.
- Involve vendors and contractors in green procurement practices / requirement through training and awareness campaigns.
- Formulate a supplier code of conduct and incorporate environmental and social considerations into contractual conditions to collectively achieve our objectives of greening the supply chain.
- Conduct periodic assessments of supply chain partners.

8. Commitment to Continuous Improvement.

- Regularly review and update sustainability policies based on performance and industry best practices.
- Foster a culture of innovation and continuous improvement across all departments.
- Solicit feedback from employees, customers, and other stakeholders.

9. Commitment Toward Social Responsibility (Women Empowerment & Education for Rural Underprivileged Children).

- Develop and implement programs for women's skill development and entrepreneurship.

- Develop community-based mitigation project, which will support rural education initiatives.
- Provide scholarships or educational resources for underprivileged children.
- Create mentorship programs to support women in leadership roles.
- Collaborate with local NGOs and community leaders to identify and address specific needs.

Implementing these guidelines/initiatives requires a strategic and integrated approach, involving collaboration across departments, regular monitoring, and a commitment to long-term sustainability goals.

