



Quality, Environment, Health, Safety and Wellbeing Policy

B A G M A N E

Bagmane Developers Pvt. Ltd., (Facility Management Services) upholds Quality, Environment, Health, Safety & Wellbeing (QEHS&W) as core values, striving to maintain its leading position by aligning operations with emerging technologies to deliver high-quality services while minimizing adverse impacts. Ensuring a safe and healthy working environment for stakeholders is paramount to prevent health issues, injuries and comply with statutory requirements. Wellbeing, covering mental, physical, financial and social health, is an integral part of our approach, fostering a supportive workplace culture and practices for employee wellbeing.

Our commitment to continually improve our QEHS&W performances includes:

- Ensuring safety, health and wellbeing as our top priority, supported by a safe work environment and providing essential information, training, resources, supervision, encouraging open dialogue, seeking help and continual support for stakeholders to manage risks and foster positive culture.
- Identifying, eliminating hazards, managing risks and opportunities across the organization.
- To prevent all kinds of ill health, injuries, incidents and aspiring towards our vision of ZERO incidents.
- Minimizing environmental impacts by implementing sustainable practices and technologies, focusing on waste reduction, resource conservation and adopting environmentally friendly processes and safe materials.
- Complying with all applicable QEHS&W related legal requirements and all other relevant requirements and standards.
- Prioritizing exceptional quality in operations to meet or exceed regulatory requirements, industry standards and customer satisfaction.
- Integrating continuous improvement processes to enhance service quality ensuring efficiency, reliability and customer satisfaction.
- Regularly consulting and engaging with employees and stakeholders and periodic monitoring are conducted to promote continual improvement in QEHS&W performance.
- Supporting the physical and mental wellbeing of employees, contractors, vendors and other stakeholders through various initiatives, acknowledging workplace events that may impact their lives, encompassing health, personal or domestic situations and work-related challenges.
- Integrating wellbeing standards into building designs for occupants' health and wellness, emphasizing crucial factors such as air and water quality, lighting, nourishment, fitness, comfort and mental health.
- Fostering diversity, equity, maintaining ethical standards and transparency in governance and supporting initiatives that positively impact our communities
- Conducting regular assessments, audits and reviews for compliance, best practices and innovation for continuous improvement.
- Aligning supplier and contractor selection with QEHS&W requirements and monitored through periodic reviews.
- Communicating this policy to all stakeholders, emphasizing their roles and responsibilities.
- The policy, consistent with our corporate values and mission, undergoes annual reviews to adapt to changing internal and external requirements, setting a framework to achieve our objectives.

At Bagmane Developers Pvt. Ltd., our dedication to safety, health, wellbeing, quality, sustainability, employee welfare and societal betterment is evident through this policy, guiding our pursuit of excellence in QEHS&W.

Dated: May 15, 2025


(Director)



This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates At Bagmane, we recognize our duty to the environment, natural resources and biodiversity in developing and managing our properties. Our commitment to preserving biodiversity is embedded in our policies. The Biodiversity Management Policy at Bagmane demonstrates our holistic dedication to environmental stewardship, with clear goals aligned with international standards. Through collaborative efforts, we aim to have a positive impact on biodiversity and encourage sustainable practices in all our operations.

- Bagmane is committed to avoiding operations in World Heritage areas and IUCN Category I-IV protected areas, as well as any ecologically sensitive global or national locations.
- Maximize green landscapes in our real estate projects to enrich biodiversity.
- Encourage tree plantation and re-plantation to create thriving natural habitats.
- Enhance and manage biodiversity within property activities, design, construction and operational footprint expansion.
- Create diverse ecological zones in and around our properties to promote a harmonious coexistence with nature.
- Adopt a mitigation hierarchy to:
 - Enhance ecological value within our properties and operational footprint.
 - Avoid damage or disturbance to biologically important sites.
 - Minimize negative human impacts on air, water and vegetation.
 - Rehabilitate or restore ecosystems around operational sites.
 - Collaborate with external partners to fulfil our biodiversity commitment.
 - Set and strive to achieve 'No Net Loss' or Net Improvement targets.
- Emphasize our commitment to protect biodiversity in our own operations and throughout the value chain.
- Expect suppliers to prevent any impact on biodiversity, ensuring responsible sourcing practices.
- Clearly define the scope of our commitment, target year for operation and expectations from suppliers.
- Assess and disclose exposure, including the number of sites involved.
- Commit to no deforestation and maintain a performance score on biodiversity in the Corporate Sustainability Monitoring.
- Disclose if we have operations around ecologically sensitive areas.
- Outline key initiatives for the prevention and remediation of activities impacting biodiversity.
- Clearly state our commitment to protecting biodiversity, whether through Net Positive Impact, No Net Loss, or other approaches.
- Assess the impacts on biodiversity across the value chain (Direct Operations, Upstream and Downstream).
- Outline actions taken to progress on biodiversity-related commitments.
- Define biodiversity indicators to monitor performance across our activities.

Dated: Feb 20th, 2026



This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. At Bagmane we are dedicated to safeguarding our environment, adhering to high standards and proactively addressing environmental challenges. Our commitment extends across various aspects of our operations and is aligned with internationally recognized sustainability indices. At Bagmane, our Environmental Policy is a comprehensive and dynamic framework that underscores our commitment to sustainable practices and responsible environmental management.

Our Commitment:

- Comply with and exceed applicable environmental legislation and regulations.
- Optimize resource use to reduce pollution, minimize wastage and lower our carbon footprint.
- Enhance biodiversity around our business areas and promote environmentally sensitive property portfolio management.
- Guide internal stakeholders on responsible property selection and construction practices.
- Align organizational processes with international standards and adopt quantifiable targets for continuous improvement.
- Improve the environmental sustainability of our end-products, including energy-efficient systems and renewable energy sources.
- Mitigate risks posed by climate change through measures such as flood defenses and sustainable energy practices.
- Purchase products and services that minimize environmental impact and encourage energy-efficient raw materials.
- Engage employees, suppliers and vendors in environmental risk reduction.
- Train stakeholders to promote environmental awareness and responsible practices.
- Communicate our environmental commitment and performance to clients, customers and the public.
- Encourage participation in environmental efforts.
- Strive to reduce emissions across our operational footprint through technological interventions.
- Periodically conduct environmental checks of our portfolio to ensure compliance.
- Ensure all development and portfolio management exceeds local and national environmental requirements.
- Cover operations, products/services, distribution, waste management, suppliers, key business partners, due diligence, mergers and acquisitions, commitment and oversight, roles and responsibilities, legal compliance, continuous improvement and setting targets.
- Commit to water conservation, performance standards, company targets, innovation and mechanisms for Zero Liquid Discharge.
- Raise internal and external awareness, specify engaged policies, laws, or regulations and commit to water-related innovation, stewardship and collective action.

Waste Management:

At Bagmane, our Waste Management Policy is driven by simplicity, effectiveness and environmental responsibility. By partnering with authorized vendors, promoting resource reutilization and ensuring compliance, we contribute to a sustainable future through responsible waste management. Waste



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management is a cornerstone of Bagmane's commitment to environmental protection in our operational footprint. Our approach is straightforward and effective, ensuring responsible disposal and encouraging resource reuse.

Our Approach:

- Segregate and dispose of hazardous waste through authorized vendors for safe and compliant handling.
- Dispose of electronic waste, such as printer cartridges, LED light drivers and electronic components, through authorized vendors.
- Wherever feasible, segregate and process solid waste at the plant.
- Convert solid waste into compost for horticultural use, promoting sustainable recycling.
- Facilitate segregation of construction and demolition waste at the source.
- Encourage reuse or recycling to minimize waste sent to landfills.
- Collaborate with authorized vendors to ensure safe and compliant disposal practices.
- Prioritize resource reutilization, transforming solid waste into compost for beneficial horticultural use.
- Encourage the circular economy by facilitating the reuse and recycling of materials during construction.
- Conduct regular audits to ensure adherence to waste management guidelines.
- Educate and engage employees in waste management practices to ensure active participation.
- Embrace technological solutions for efficient waste management and recycling processes.
- Ensure compliance with all relevant waste management laws and regulations.
- Fulfil our responsibility towards environmental stewardship by minimizing waste impact.
- Hazardous waste disposed through authorized vendors.
- E-waste handled by authorized recyclers.
- Segregation and processing of solid waste at the plant for compost creation.
- Construction and demolition waste segregated at source for reuse or recycling.

Pollution Control:

At Bagmane, we are committed to reducing our impact on air and water quality. We prioritize following regulations, ensuring indoor comfort and using technology to create a sustainable and healthy environment at all our locations. Our Pollution Control Policy outlines our dedication to monitoring emissions, complying with laws and maintaining a comfortable indoor environment.

- Bagmane is committed to regularly monitoring emissions at all sites to ensure adherence to national and local laws.



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- We prioritize compliance with all relevant environmental regulations related to air quality standards.
- Bagmane is devoted to providing a comfortable indoor environment at all its sites.
- This includes maintaining ambient air quality levels to meet established standards.
- Ensure access to natural light to create a positive and healthy indoor atmosphere.
- Maintain pleasant acoustic conditions to enhance the overall well-being of occupants.
- Empower occupants with control over lighting and thermal comfort to create a personalized and comfortable workspace.
- Conduct regular audits to assess and enhance pollution control measures across all sites.
- Embrace technological solutions for effective pollution control and continuous improvement.
- Bagmane is committed to complying with all national and local laws pertaining to pollution control.
- Regularly monitor emissions at all sites for compliance.
- Take corrective actions promptly if any deviation is observed.
- Ensure access to natural light and pleasant acoustic conditions.
- Provide occupant control over lighting and thermal comfort.
- Establish a feedback mechanism to gather input from occupants for continuous improvement.
- Integrate advanced technologies to enhance pollution control measures and indoor environmental quality.

Water Management:

At Bagmane, we take responsibility for managing water wisely, understanding the significant impact our operations can have on water resources. Our Water Management Policy is dedicated to reducing fresh water usage, enhancing efficiency and implementing measures for wastewater treatment, recycling and rainwater harvesting. Bagmane's commitment to responsible water use and conservation is at the core of our policy, focusing on quantifiable goals, stakeholder engagement and continuous improvement to minimize our impact on water resources and promote a sustainable future.

- Bagmane is dedicated to minimizing the use of fresh water across all operations.
- We are actively engaged in continuous efforts to enhance water use efficiency across our operations.
- Implement measures to reduce the water footprint by deploying advanced technologies and sustainable practices.
- Bagmane prioritizes the treatment of wastewater generated during operations and projects.
- Promote the recycling of treated wastewater for non-potable purposes, contributing to sustainable water usage.
- Implement rainwater harvesting measures at all operational and project sites.
- Establish clear and quantifiable targets for reducing fresh water usage and improving water use efficiency.
- Conduct periodic assessments to ensure the effectiveness of water management initiatives.
- Engage with stakeholders to raise awareness about water conservation and the importance of responsible water use.



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- Regularly report on fresh water usage metrics and progress in reducing water footprint.
- Report on wastewater treatment and recycling initiatives, highlighting their positive impact on water resources.
- Establish a feedback mechanism to gather insights from stakeholders for continuous improvement.

Portfolio Management:

At Bagmane, our Portfolio Management Policy aligns with environmental best practices, local and national requirements and resource efficiency. We are committed to responsible site selection, efficient property development and management and proactive engagement with stakeholders. Bagmane's policy is clear, emphasizing due diligence, sustainable development, stakeholder engagement and disaster preparedness. By sticking to these principles and maintaining an open feedback loop, we aim for continuous improvement in managing our portfolio responsibly and sustainably.

- Bagmane conducts thorough environmental due diligence before the acquisition or investment in a new property.
- This assessment is based on established baseline environmental performance standards.
- The environmental due diligence process provides decision-informing data for responsible site selection.
- Develop and manage properties in accordance with local and national environmental requirements to ensure compliance and sustainability.
- Implement resource-efficient design principles during property development.
- Design maintenance programs with a focus on environmental performance and resource efficiency.
- Engage with key stakeholders, including property managers and tenants, through effective communication channels.
- Communicate guidelines to stakeholders, ensuring they are aware of emerging best practices and regulatory developments.
- Conduct training sessions to empower stakeholders with the knowledge needed to uphold environmental standards.
- Undertake physical measures at the asset level to ensure properties are resilient to natural disasters.
- Conduct capacity-building initiatives for tenants, suppliers and residential communities to enhance preparedness for existing and future threats.
- Regularly report on compliance with environmental standards and resource efficiency metrics.
- Report on the impact of stakeholder engagement initiatives, outlining improvements in awareness and adherence to guidelines.
- Establish a feedback mechanism to continuously improve portfolio management practices based on stakeholder insights.



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Sustainable Material Sourcing:

At Bagmane, our commitment to sustainability extends to the sourcing and procurement of building materials, recognizing the material-intensive nature of our industry. Our Sustainable Material Sourcing Policy is designed to ensure responsible and environmentally-friendly practices in our material procurement processes.

- Bagmane is dedicated to sourcing building materials using environmentally conscious and sustainable practices.
- We strive to minimize the environmental impact associated with the sourcing and procurement of materials.
- Bagmane prioritizes the selection of materials that have minimal environmental impact throughout their lifecycle.
- Conduct lifecycle assessments to evaluate the overall environmental impact of selected materials.
- Engage with suppliers who adhere to sustainable practices and provide materials with a reduced environmental footprint.
- Conduct regular audits to ensure that suppliers comply with our sustainability criteria.
- Establish a feedback mechanism to continuously improve sustainable sourcing practices based on supplier and stakeholder insights.
- Regularly report on the sustainability metrics associated with the sourced building materials.
- Provide reports on supplier compliance with sustainable sourcing criteria.
- Communicate our commitment to sustainable material sourcing to internal and external stakeholders.
- Conduct training programs to raise awareness among employees and partners regarding sustainable material sourcing practices.

Climate Change Policy:

At Bagmane, we acknowledge the observed and projected climate changes and their potential impacts on our portfolio. Understanding the importance of addressing climate-related risks and opportunities, we continuously strive to enhance our comprehension of these challenges and adapt our strategies accordingly.

- Bagmane publicly commits to manage climate-related risks and opportunities.
- Board oversight ensures strategic alignment, while management plays a key role in implementing strategies for short and long-term climate risks.
- Bagmane provides incentives for effective climate change management, including achieving set targets and KPIs.
- Continuous assessments identify current and future climate change risks that could significantly impact business operations, revenue, or expenditures.
- Assessments focus on the expected lifetime of assets or activities, covering both upstream and downstream impacts.



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- Bagmane establishes both absolute and relative targets to measure and manage climate-related impacts.
- A clear strategy with base year, target year and a net-zero plan is in place, demonstrating our commitment to mitigating climate change.
- Processes ensure alignment between our efforts in combating climate change and the overall business strategy.
- Identification of key environmental and/or social factors threatening the ability to source or purchase priority raw materials, including climate change impacts and regulatory considerations..

Periodic Review:

- The Environmental Policy is updated annually, considering reviews and feedback to ensure continuous improvement and alignment with evolving standards and practices.
- The policy statement aligns with corporate values and the mission statement.
- The policy is communicated to all relevant stakeholders.

By adhering to this Environmental Policy, Bagmane aims to uphold the highest environmental standards and contribute positively to the community and ecosystem.

Dated: Feb 20, 2026



1. INTRODUCTION

This Sustainable Procurement Policy is a vital component of Bagmane's Sustainability agenda. This policy is applicable to Bagmane Realty and Infrastructure LLP and its Affiliates. It defines our formal procedures and principles for the acquisition of goods and services, ensuring the inclusion of environmental and health considerations.

We place high priority on environmental and social sustainability. We are dedicated to responsible business practices that protect the environment, enhance operational performance through best practices, and drive business growth within our supply chain.

Our sustainable procurement policy is a cornerstone of our commitment to environmental stewardship and social responsibility. As a leading real estate developer, we recognize our role in influencing the supply chain towards more sustainable practices.

2. SCOPE

This policy applies to all procurement activities within our organization, including the selection and management of suppliers, contractors, and subcontractors involved in our real estate development projects and operations.

3. OUR COMMITMENT

Bagmane is firmly committed to good corporate governance, sustainable development, and the pursuit of both short-term and long-term sustainability goals. Our Green Procurement Policy guides us in making purchasing decisions that are socially and environmentally responsible. It enhances operational efficiency, mitigates regulatory and other risks, and strengthens our position as a sustainable brand. We recognize that sustainable business practices are essential and integrate them into our overall sustainability strategy and governance.

Our commitment includes:

- **Environmental Responsibility:** Reducing the environmental impact of our procurement activities by selecting eco-friendly products and services.
- **Social Responsibility:** Ensuring fair labour practices and promoting health and safety within our supply chain.
- **Economic Responsibility:** Supporting local economies and promoting the use of sustainable and local technologies and materials.

4. PROCUREMENT POLICY

To achieve our sustainability goals, we will:

Engage with Suppliers:

- Collaborate with suppliers who demonstrate a commitment to sustainable practices.
- Encourage suppliers to adopt environmentally and socially responsible practices throughout their operations.



- Ensure fair and transparent procurement processes that promote competition, equal opportunity and responsible pricing.

Sustainable Products and Services:

- Prioritize products that are eco-friendly, energy-efficient, and have low environmental impact.
- Select products with recognized green certifications, such as BEE ratings or Eco Labels and environmental product declarations (EPD), Health product declarations (HPD, where possible

Waste and Resource Management:

- Promote the use of recycled or partially recycled products.
- Optimize and de-carbonize logistics to reduce carbon footprint and promote local purchasing.
- Promote circular economy principles, including the 4 Rs (Reduce, Recover, Recycle, Reuse).

Health and Safety:

- Procure less toxic products and chemicals to mitigate health risks.
- Mandate a safe and healthy workplace for all suppliers
- Implement a zero tolerance regime for child labour, forced labour, workplace discrimination, harassment, bribery, fraud, embezzlement and the use of conflict minerals or resources.

Performance Monitoring and Improvement:

- Continuously monitor and evaluate the sustainability performance of our procurement processes through audits
- Identify opportunities for improvement and implement best practices in sustainable procurement.

Education and Awareness:

- Raise awareness and build capacity on sustainability issues among suppliers.
- Encourage self-assessment by suppliers on key ESG parameters
- Ensure that employees involved in procurement and supply chain management receive the necessary training and knowledge to implement responsible sourcing practices.

5. POLICY REVIEW

This policy will be periodically reviewed and updated by the Procurement and Corporate Sustainability teams to ensure it remains relevant and effective. Feedback from stakeholders, including suppliers and employees, will be considered in the review process.

By adhering to this sustainable procurement policy, Bagmane aims to lead by example in promoting sustainability within the real estate development sector and beyond.

Dated: Feb 20, 2026