



enabler

facilities services more

MARCH 2024

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY



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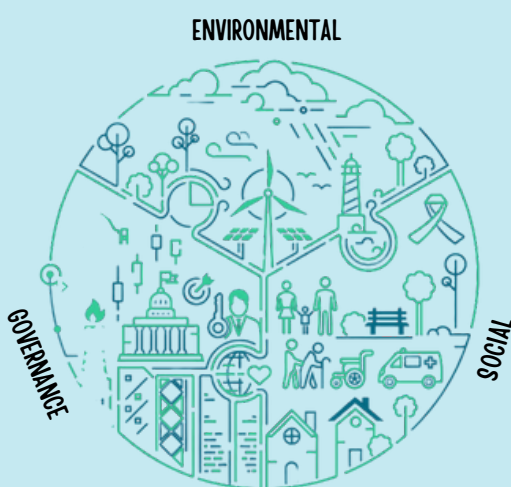


## Responsible Business Commitment

*Enablers commits to being a responsible business, integrating sustainability into every aspect of its operations to create a positive impact on the environment, society, its clients and other stakeholders.*

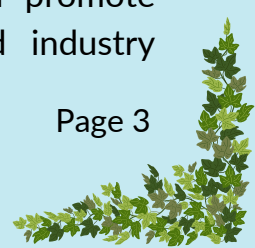
## Introduction

In a world marked by volatility, uncertainty, complexity, and ambiguity (VUCA), businesses are compelled to transform their societal role. As a facility management services company dedicated to exceptional client service, Enablers Property Services Pvt. Ltd. recognises the urgent need to play its role in addressing climate change, environmental, and social challenges. Enablers has maintained the highest standards of quality management and compliance, being an ISO 9001:2015 certified organisation. We are driven to surpass regulatory requirements with our Environmental, Social and Governance (ESG) policy, commitments and actions.



This ESG policy outlines our ambitious responsible business vision, detailing our ESG commitments, objectives, strategies, and actions to ensure their realisation. Embracing a holistic approach, we aspire to set new benchmarks for responsible business practices and accountability, leading sustainability in the facility management services industry. We aim to not only enhance our own operations but also to engage and influence the broader facility management services ecosystem towards more sustainable practices.




Our initial actions include developing this ESG Policy aligned with international and national standards, fostering awareness among key internal and external stakeholders, formulating a Responsible Supply Chain Policy, and evaluating our own ESG impact, including measuring our Greenhouse Gases (GHG) emissions, evaluating and improving our employee wellbeing policies, and transparently sharing our ethical governance practices. Following these steps, we will develop a roadmap to implement ESG strategies relevant to our business strategy and the general trajectory of our industry. We aim to reduce our environmental and carbon footprint, improve employee diversity, inclusion, equity and well-being, and promote sustainable practices amongst key stakeholders, like suppliers, clients, and industry coalitions in the facility management ecosystem.

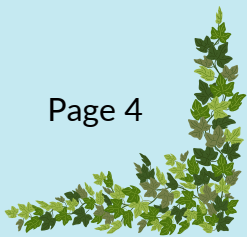







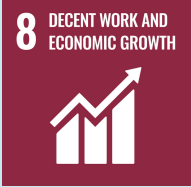








## ESG Vision & Approach

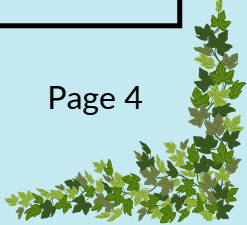
Vision – Enablers is a sustainability leader, driving positive environmental and social change in the facility management services industry through responsible practices.

Enablers' Strategic ESG Pillars	 Our People	 Our Offices	 Our Value Chain
Key Objectives	<ul style="list-style-type: none"> <li>• Ensure a safe, decent and inclusive work environment for all employees.</li> <li>• Provide ongoing professional development opportunities for career growth for all staff.</li> <li>• Regularly review pay structures to ensure pay parity among employees.</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritise office locations with easy access to public transportation.</li> <li>• Integrate sustainable design principles into office spaces and operations.</li> <li>• Implement water and energy-efficient practices in offices to reduce environmental and carbon footprint.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with suppliers to promote sustainable sourcing practices.</li> <li>• Engage with clients to encourage adoption of environmentally friendly practices.</li> <li>• Partner with coalitions/ industry bodies to advocate for policies and solutions to accelerate the adoption of sustainability practices.</li> </ul>
Rationale	<p>Recognising people as our primary asset, we hire from diverse backgrounds, and invest in their well-being and growth, supporting not only our own expansion but also the economic growth of the country through livelihood generation.</p>	<p>Despite managing larger facilities, we strive to showcase sustainability best practices in each of Enablers' offices, pioneering practical and innovative solutions to reduce our environmental footprint and cultivate a thriving workplace.</p>	<p>By engaging with the larger facility management ecosystem, we harness our experience and influence to create an enabling environment that drives sustainability across our supply chain, client base, and industry networks.</p>





	 <b>Our People</b>	 <b>Our Offices</b>	 <b>Our Value Chain</b>
<b>Sustainable Development Goals (SDGs) Alignment</b>	<p><b>SDG 8:</b> </p> <p>Ensuring safe and decent work for staff, investing in their well-being and growth, supports economic growth and decent work.</p>	<p><b>SDG 11:</b> </p> <p>Prioritising office locations with access to public transportation and implementing sustainable design principles contribute to creating sustainable cities and communities.</p>	<p><b>SDG 9:</b> </p> <p>Engaging with the facility management ecosystem to drive sustainability encourages innovation in sustainable practices within the industry.</p>
	<p><b>SDG 5:</b> </p> <p>Achieving pay parity among employees regardless of gender contributes to gender equality in the workplace.</p>	<p><b>SDG 12:</b> </p> <p>Implementing energy-efficient practices and sustainable design principles in our offices promotes responsible consumption and production.</p>	<p><b>SDG 12:</b> </p> <p>Influencing suppliers, clients, and industry bodies to adopt sustainable practices contributes to responsible consumption and production patterns.</p>
	<p><b>SDG 10:</b> </p> <p>Hiring from diverse backgrounds and ensuring pay parity helps reduce inequalities within the organisation.</p>	<p><b>SDG 13:</b> </p> <p>Implementing energy-efficient practices and reducing our environmental footprint in each office contributes to combating climate change.</p>	<p><b>SDG 17:</b> </p> <p>Engaging with suppliers, clients, and industry bodies to drive sustainability across our ecosystem aligns with the goal of fostering partnerships for sustainable development.</p>





Values are essential when discussing an ESG Policy as they guide not only the commitments and strategies for implementation but also dictate the ethical framework and integrity with which day-to-day actions are carried out, defining the organisation culture and sustainability approach. Enablers' ESG Values are -



**Commitment:** Dedication to upholding the principles and goals of the ESG policy, translating them into action and demonstrating unwavering support for sustainability and responsible business practices.



**Transparency:** Maintaining open and honest communication about the company's sustainability efforts, progress, and challenges, fostering trust among stakeholders.



**Innovation:** Encouraging creative thinking and the adoption of innovative solutions to address sustainability challenges, driving continuous improvement in environmental and social performance.



**Collaboration:** Working closely with internal and external stakeholders, including employees, suppliers, clients, and industry partners, to collectively advance sustainability goals.



**Accountability:** Holding ourselves accountable for our actions and their impact on the environment, society, and economy, taking responsibility for achieving our sustainability commitments.

## Monitoring, Reporting and Continuous Improvement



### Monitoring

Enablers is putting in place robust data management and reporting systems to centralise ESG-related data, providing an overview of initiatives and key performance indicators (KPIs).



### Reporting

Establish quarterly ESG reporting mechanisms integrated into Board and Annual General Meetings, emphasising ESG as a priority at all organisational levels.



### Continuous Improvement:

Embracing continuous improvement, Enablers recognises sustainability as an ongoing journey built on daily practices. We commit to this path, inspiring others to join.





## Responsible and Accountable Personnel

The responsibility for ensuring the ESG Policy is being implemented and is on track lies with the Board of Directors

The accountability for implementing the ESG Policy lies with the Chief of Staff, Saptaparna Bhattacharyya (saptaparna@enabler.in).

## Complimenting Documents

- Enablers' Operations Lifecycle
- Responsible Supplier Chain Policy (*in progress*)
- Enablers' FY 23-24 Sustainability Impact Report (*in progress*)
- Enablers' FY 24-25 Roadmap for Sustainability (*in progress*)

