

Environmental, Social and Governance Policy

1. Background

Kedaara Capital (“Kedaara” or “we” or “Firm”) is a private equity fund focused on growth-oriented strategic and minority investments in India. Kedaara has been formed to make value-oriented, private equity investments in Indian businesses with significant potential for improved business and financial performance. Kedaara follows an operationally oriented strategy, and its experienced investment team is complemented by a senior operating team comprising former CEOs with proven track records of building market leading businesses and creating significant value.

Since its inception, Kedaara has remained singularly dedicated to its stated strategy of focusing on investments built through trust-based relationships with best-in-class entrepreneurs and management teams across secular fast growing end markets. Kedaara’s resources are devoted to delivering consistent and superior risk-adjusted returns.

Through this policy Kedaara, commits to integrate ESG frameworks into our investment approach and engagement with portfolio companies to preserve and enhance value for investors, employees and other stakeholders. We strive to improve our ESG performance to be a sustainable partner of choice for our stakeholders.

2. Purpose

The policy aims to integrate a framework for long term value creation within Kedaara’ operations, managing and addressing stakeholder expectations.

Kedaara is committed to:

- promoting and embedding ESG management practices throughout our operations and value chain;
- creating a responsible business by maximizing positive societal impact and prioritizing stakeholder value creation;
- promoting awareness of ESG risks and opportunities amongst our employees and the investment community

3. Scope of coverage

This ESG Policy is applicable to all employees, vendors, sub-contractors, agents and business partners across Kedaara's operations.

4. Stakeholder engagement and materiality assessment

Kedaara commits to conducting a materiality assessment by engaging with internal and external stakeholders comprising senior management, employees, suppliers, investors and civil society representatives to understand their perspectives on and priorities on ESG issues.

Materiality assessments provide insights on ESG topics that could potentially be hidden value creators and help identify the key issues that our stakeholders perceive as being important. Our ESG strategy and approach will be guided by the outcomes of the materiality assessment.

By engaging with stakeholders at regular intervals and through multiple modes we strive to cultivate collaborative relationships that encourage open dialogue and facilitate mutually beneficial partnerships.

5. Our ESG commitments

Environmental

We at Kedaara, prioritize to grow exponentially in attaining a long-term sustainable business with the goal of improving performance and minimizing any adverse environmental impact. We continue to implement and strengthen the policies with focus on:

- Integrating ESG considerations into business planning and decision making
- Optimizing electricity, energy & water resources to reduce carbon and water footprint and minimize waste
- Measuring, managing and reducing operational carbon emissions
- Promoting advocacy on the 3R principle - reduce, reuse and recycle
- Encouraging employees to adopt sustainable practices and behaviours
- Eliminating single-use plastic at our offices
- Ensuring e-waste recycled and disposed responsibly
- Explore digitization opportunities to minimize paper-based processes

Social

We are committed to enabling holistic development of our employees and communities.

We continue to implement and strengthen the social pillar of our business by focusing on:

- Fostering a diverse and inclusive workplace to channel the best synergies between employees and the organization
- Empower the employees with holistic training and development opportunities and provide them with a multi-dimensional support that help our employees transcend beyond their role in the organization
- Focus on health and safety management practices within the organization
- Engage and obtain the feedback from our employees to strengthen our focus on transparency and integrity
- Review employee performance and appraisals
- Integrate ESG in roles and responsibilities while building ESG capacities
- Promoting sustainability training for employees and suppliers
- Impact Sourcing in order to improve access to work for socioeconomically disadvantaged people
- Creating Corporate Social Responsibility (CSR) programs that promote gender equality, education, healthcare, the arts, culture, and sports
- Promoting and safeguarding human rights and implementing ethical practices at workplace
- Create a positive impact on the local communities in which we operate

Governance

Kedaara recognizes that strong governance is an essential requisite for a sustainable and a viable business. At priority we at the organization prioritize to do the business in the right way and uphold the highest standards of ethical conduct and ensure that it is not compromised.

We promote transparency and reduce risk by adopting globally benchmarked policies.

We aim to have a continued focus having fair, transparent and ethical business operations by adopting best practices with regard to corporate governance and compliance.

6. Review and Approval of Policy

The ESG policy will be reviewed at least once annually or when significant changes are required as per the relevant laws and Regulations or with changing sustainability trends.

7. Communication and Disclosure

Communication of ESG progress will be made through annual ESG report to internal and external stakeholders.