LUMINA DATAMATICS LIMITED

SUSTAINABILITY POLICY

Title	**Sustainability Policy**		
Department	All Departments	Version	1.0
Date of Effect	January 18, 2023	Date of Next Review	March 31, 2026

1. INTRODUCTION

Sustainability management is an integral part of the business of Lumina Datamatics Limited (hereafter referred to as "the Company/ Lumina Datamatics") which goes beyond economic, legal or regulatory motives. The Company understands the social and ecological impact of our business and works towards being a responsible global organization by adopting sustainability practices in all levels of our business impacting overall performance of the Company. This policy defines the framework for sustainability of the Company and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society.

2. SCOPE

This policy applies to all levels of the organization across the Company and its Subsidiaries.

3. VISION

Our vision is the first step to committing a business to sustainable practices and ensuring it continues working towards those long-term ambitions as it grows. We are committed to a sustainable future and to improving the social, economic and environmental well-being of the community.

Our company's foundation is built on our values, which distinguish us and guide our actions. We conduct our business in a socially responsible and ethical manner. We respect the law, support universal human rights, protect the environment and benefit the communities where we work.

4. OUR COMMITMENT

The Company focus on good corporate governance is strengthened by our commitment to Sustainable Development. We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

5. POLICY

The Company is providing Content Services, Retail Support Services, and Technology Solutions to several global companies in the Publishing and Retail industries worldwide, recognizes the impacts of its business operations on the 3 key pillars of Sustainability namely: Environmental protection, Social and Ethical equity and Economic viability. The Company makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the Company. The Company encourages involvement of all stakeholders & ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

People Connect
➢ Generating sustainability awareness among associates, customers, investors, and society.
➢ Ensuring a safe and motivated work environment for associates.
➢ Fostering a climate of Social responsibility and volunteering towards the betterment of communities.
➢ Implementing Ethical practices at workplace.
➢ Fostering Sustainability training across the value chain.
➢ Implementing and communicating policies to all stakeholders.

Environmental Protection
➢ Optimize electricity, energy & water resources so as to reduce carbon and water footprints and minimize waste.
➢ Adopt clean and renewable sources of energy.
➢ Comply with applicable statutory and regulatory requirements.
➢ Ensure appropriate access to safe water, sanitation and hygiene for all employees in our premises.
➢ Set, monitor, review, analyse and evaluate environmental targets on a regular basis toward achieving continuous improvement.
➢ Enable, encourage, and promote eco-friendly products and activities.

Economic Viability

- Ensure Compliance, Good Corporate Governance, and Risk Management.
- Ensure Responsible Business growth.
- Implement Operational efficiency in Business to increase profits.
- Eliminate redundant processes and operations to reduce energy consumption and increase productivity by preventing repetitive tasks.
- Adopt low emission technology to save operational expenses.
- Implement friendly policies and employee engagement to increase employee productivity.
- Implement Business Continuity Planning and Disaster Recovery processes to mitigate Climate change and other business risks.

Business Model

- Adopt low emission technologies and continually improve our Sustainability performance.
- Engage employees, customers and partners to adopt Sustainability practices and co-create sustainable solutions to solve social and environmental issues.
- De-risking and mitigating climate change, human rights and supplier risks.
- Encourage Sustainable consumption of energy, water and other resources and enable circular economy towards waste management. Engaging with other organisations and industry associations to actively advocate for positive change in the sectors we operate.
- Maintaining accountability and transparency of our Sustainability Management System and reporting.

The Sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. This exercise shall be conducted once in every three years or as & when there are changes.

Approved by

For and on behalf of Board of Directors

Sd/-

Sameer Kanodia
Managing Director & CEO