



# Environmental, Social & Governance (ESG) Policy



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**Ertha Energy** is dedicated to integrating Environmental, Social, and Governance (ESG) principles across all aspects of our operations. Our commitment to sustainability, ethical business conduct, and stakeholder engagement underpins our efforts to deliver long-term value and positive impact.

ESG Policy outlines our strategic approach to responsible business practices, guided by globally recognized standards and aligned with our mission of supporting a sustainable energy transition. Our ESG focus is built on the following principles:

### ENVIRONMENTAL

We are committed to minimizing our environmental footprint by conserving natural resources, reducing emissions and managing waste. We integrate sustainability into our operations, projects, and decision-making processes to support climate resilience and environmental stewardship.

### SOCIAL

We prioritize the well-being, safety, and development of our employees and stakeholders. We promote diversity, inclusion, equal opportunity, and respect for human rights. We actively engage with society, stakeholders and contributing to the communities in which we operate through social responsibility initiatives.

### GOVERNANCE

We are committed to upholding the highest standards of integrity, accountability, and transparency in all aspects of our operations. Our governance practices are designed to ensure ethical decision-making, compliance with applicable laws and regulations, and the effective management of ESG risks and opportunities. We promote a culture of responsibility across all levels of the organization and expect our employees, vendors, and partners to adhere to these standards.

This ESG Policy applies to all employees, contractors, and stakeholders associated with Ertha Energy. We are committed to regularly reviewing, communicating, and improving our ESG practices to ensure continued alignment with stakeholder expectations and global best practices.

**BK Dash**  
**Managing Director**  
**05 January 2026**