



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2024-
25



INTRODUCTION

- [INTRODUCTION](#)
- [Message from Our CEO](#)
- [About Everest Fleet](#)
- [Everest's Journey Map](#)
- [Our Purpose](#)
- [Our Vision](#)



LEADERSHIP & LEGACY

- [Our Founder & Co-Founders](#)



OUR ESG COMMITMENT

- [Sustainability Blueprint](#)
- [Environmental Stewardship](#)
- [Our ESG Command Centre](#)



PEOPLE & PARTNERSHIPS

- [Stakeholders at the Heart of Our Journey](#)
- [Employees](#)
- [Drivers](#)
- [Clients & Investors](#)



DISCLOSURES & STANDARDS

- [GRI Index](#)



APPENDICES

- [Contact Us](#)

INTRODUCTION



ECO
EPA & ENEC
EPA & ENEC

A MESSAGE FROM OUR CEO

At Everest Fleet, our journey began with a simple mission — to transform shared mobility in India and empower those who drive it. Over the years, that mission has grown into a movement. Today, with over 18,500+ cars across seven cities and a strong focus on electric and CNG vehicles, we are proud to be at the forefront of sustainable, inclusive, and tech-driven mobility solutions.

DRIVING MOBILITY WITH PURPOSE

Our work goes far beyond fleet management. At the heart of Everest Fleet is a belief that mobility can be a force for good — creating income opportunities, reducing environmental impact, and powering cities forward. As we continue expanding across geographies, we focus on providing cleaner vehicles, safer rides, and a better quality of life for our driver partners and customers.

In 2025, we deepened our commitment to sustainability by accelerating the adoption of EVs in our fleet and building infrastructure to support a greener future. Our goal is not just to adapt to the future of mobility but to shape it.

EMPOWERING OUR DRIVERS

Every Everest Fleet vehicle is more than just a car — it's a livelihood. We've taken bold steps to enhance financial inclusion through initiatives like our Drive to Own program, which allows driver-partners to move from renting to ownership. We also continue to invest in simple, tech-enabled onboarding and training processes, ensuring every partner is equipped to succeed.

We understand the everyday challenges of our driver community, many of whom come from modest backgrounds. That's why we focus on long-term, meaningful support — whether it's through flexible earning models, safety initiatives, or dedicated driver support teams on the ground.

BUILDING WITH INTEGRITY AND INNOVATION

As we scale, we stay grounded in our values — transparency, integrity, and innovation. We're building not just a company but a platform that enables real, measurable impact. In the coming year, we're doubling down on tech-driven operations, better data insights, and customer experience excellence.

We also recognize the importance of governance and accountability. Our teams are actively working on ESG-aligned frameworks that help us grow responsibly while contributing to India's climate goals and inclusive economic development.

LOOKING AHEAD

2025 and beyond hold immense promise — not just for Everest Fleet, but for the future of urban mobility in India. We're excited to continue working hand-in-hand with driver-partners, city governments, and platform partners to build a more efficient, eco-friendly, and equitable mobility ecosystem.

Thank you to our incredible team, our partners, and our drivers — you are the reason we keep moving forward.



Siddharth Ladsariya
Founder & CEO
Everest Fleet

ABOUT EVEREST FLEET

Founded in 2016, Everest Fleet is an end-to-end fleet manager for ride hailing platforms such as Uber and Ola

Key Offerings:

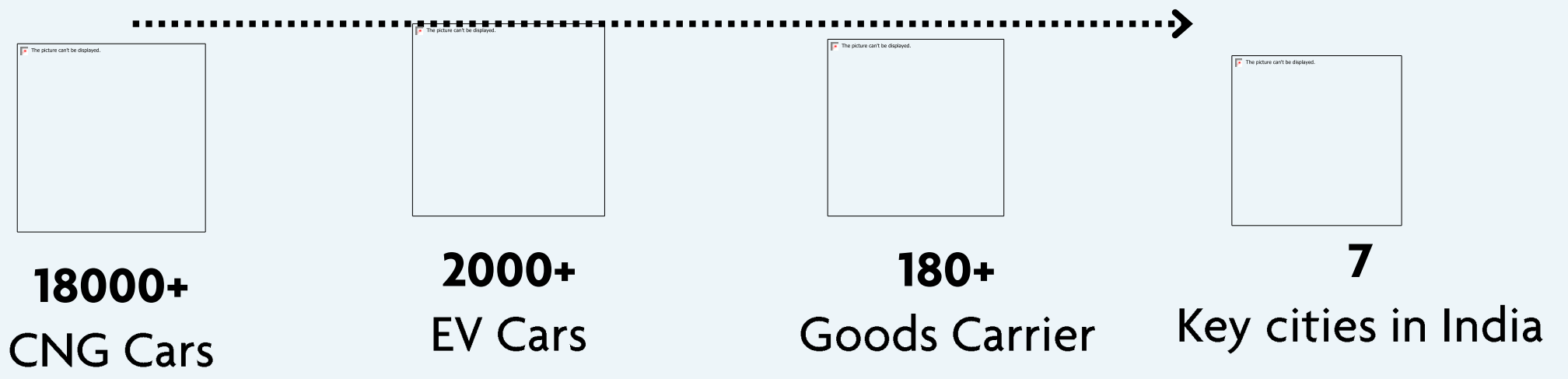
- Provides standardized well-maintained fleet of cars to ride hailing platforms
- Manages both cars and drivers with maximum efficiency

Operations in 7 cities in India: Mumbai (HQ), Delhi, Bengaluru, Hyderabad, Pune, Kolkata and Chennai

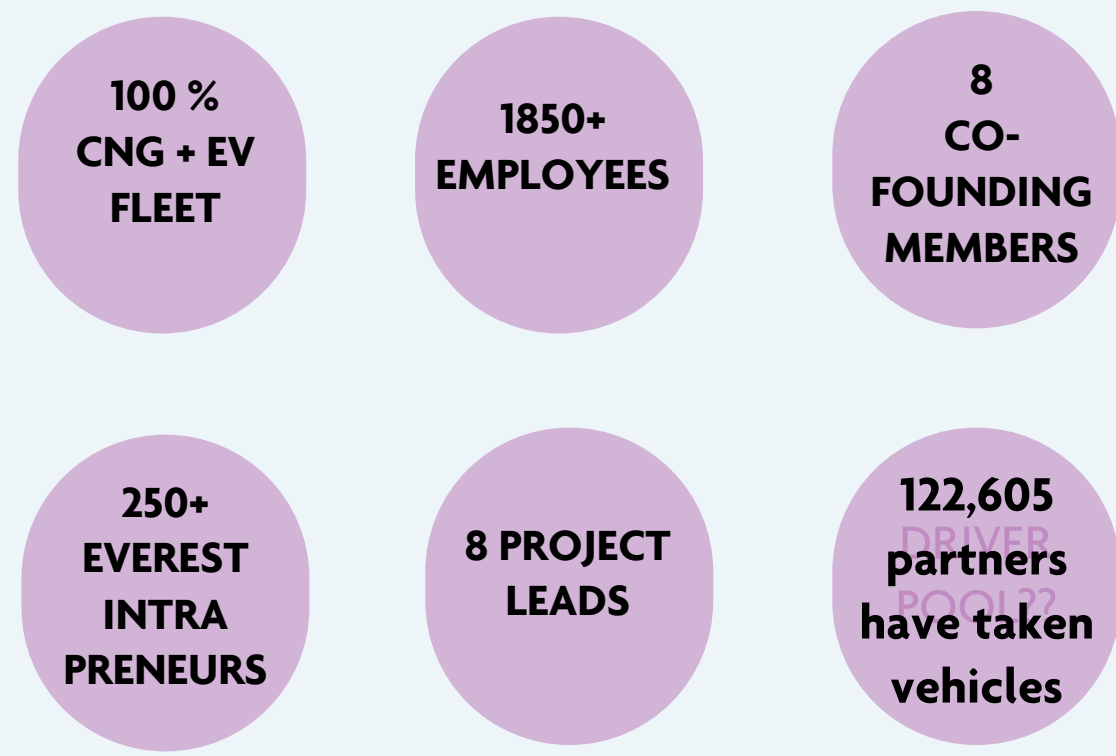
Founded by **Siddharth Ladsariya** and **Prihaans Dedhiya**

BUSINESS OPERATION HIGHLIGHTS

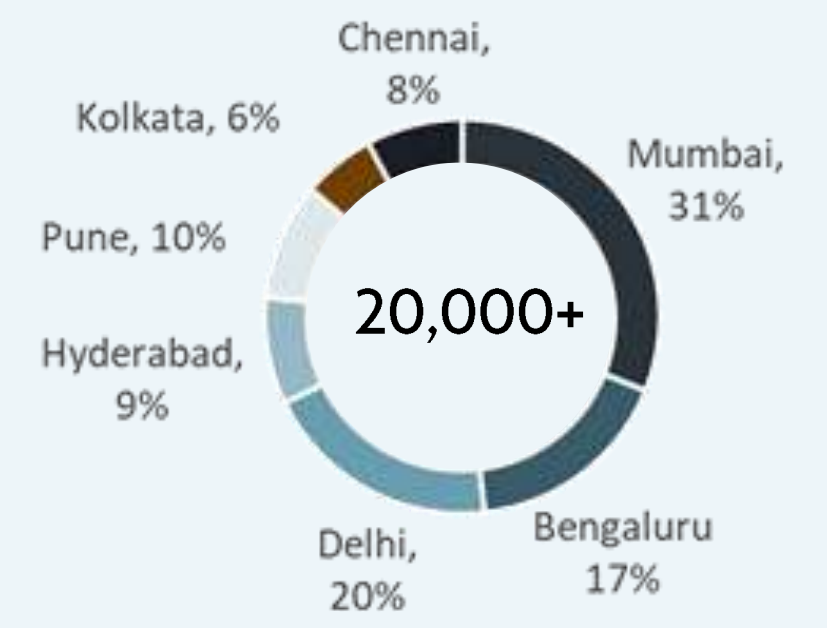
Navigating distance with **20,000+** Vehicles



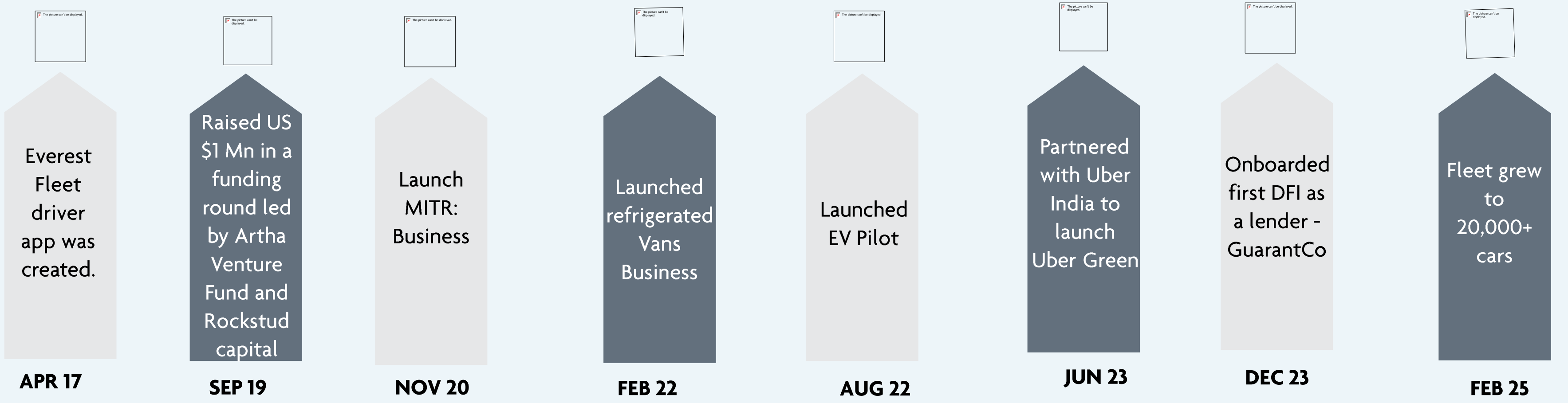
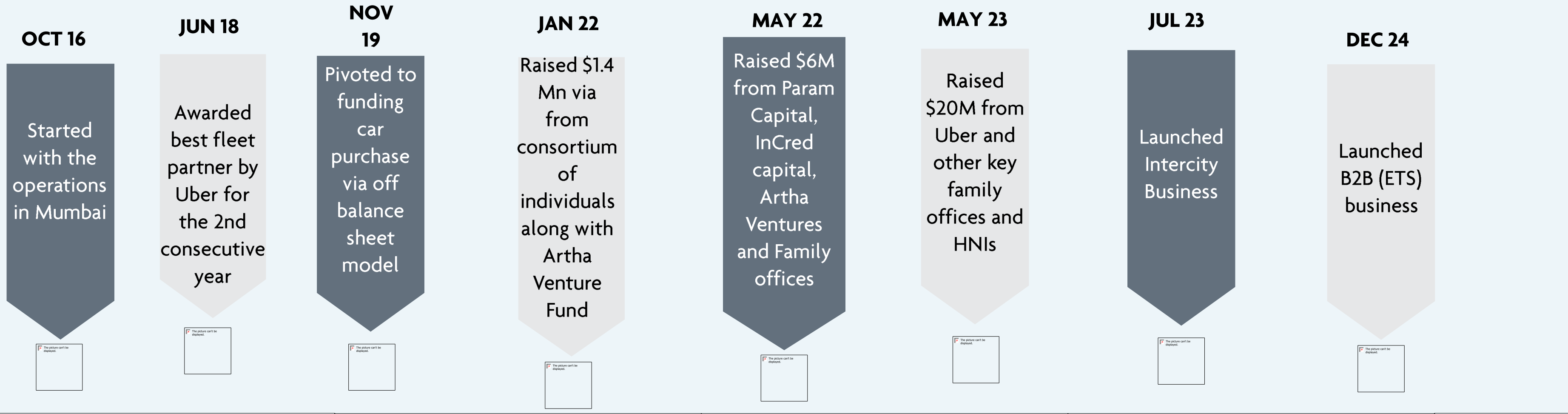
SUSTAINABILITY HIGHLIGHTS



OUR REGIONAL DISTRIBUTION



EVEREST'S JOURNEY MAP



OUR PURPOSE

To harness our expertise in transporting people and goods, driving positive impact across lives of our drivers, partners and employees.

VALUES



ENTREPRENEURIAL

Being passionate about what we do, taking accountability for all actions and results. Boldly pushing the limits on what's possible, showing initiative to create a difference.



VIGILANT

Ever-focused on being attentive to the safety of our driver partners, their end-customers and our clients. Mobility must be safe for all travelers.



EMPOWERING

With a culture of inclusion, mutual trust and mutual respect, we enable all our drivers, internal teams and clients to do better and do more.



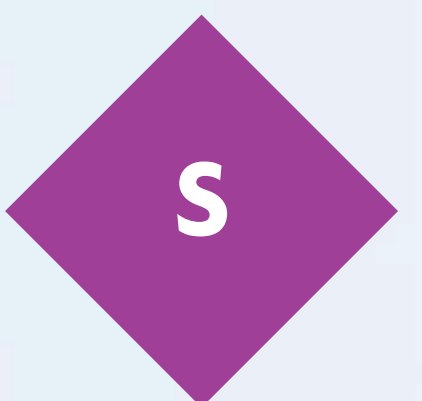
RIGOUROUS

Striving for excellence with rigor, always look for ways to be more productive, efficient, innovative and sustainable, positioning the company for success.



EMPATHETIC

Fostering a culture of empathy, to ensure we are always solving for what's vital. Always focused on the needs of our customers, teams, communities and environment.



SHARING

Co-creating and collaborating, we work with our teams to solve real problems, driving our collective energy towards the greater good.



TRUST

Being ethical, honest, and ensuring transparency in everything we do. Creating an environment where people feel safe, respected, and confident in our ability to meet their needs

OUR VISION

OUR STRATEGIC OBJECTIVES

We will pursue **continuous improvement in our registry system**, win more registry clients, both listed and unlisted, and expand the range of CSDR services offered.

We will **clarify our legal position and update CSD rules** with CMSA and stakeholders.

We will **review Tanzanian CSD with custodian banks** against frontier markets and collaborate with DSE for new business lines.

We will **establish capacity-building partnerships with other CSDs** and revise our fee structure.

Additionally, **we will supplement ISIN with LEI business and aim to increase revenues to 30% of DSE group income over five years.** Strengthening CSDR capabilities and enhancing IT services for cybersecurity are also key priorities

OUR VISION

INITIATIVES

INITIATE



We are currently **implementing initiatives to enhance the comfort and effectiveness of interactions** while driving, such as having Women Driver Relationship Managers.

COLLABORATE



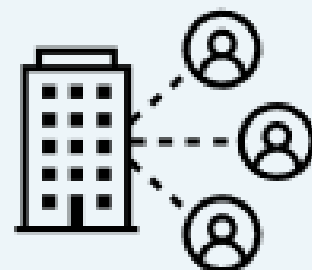
We also **collaborate with NGOs like Action Aid, Bangalore, providing our cabs for training batches of women drivers** who are assured placements with Everest Fleet upon course completion.

ENGAGE



Furthermore, **we actively engage with various NGOs and job portals to attract women drivers** to join Everest Fleet.

STREAMLINE



We have **streamlined performance benchmarks during the nesting period to facilitate women's integration** into our business seamlessly.

LEADERSHIP AND LEGACY



OUR FLEET

CO FOUNDRING TEAM



Siddharth Ladsariya

- Active Angel Investor with 160+ investments
- Early Investor in India's first unicorns such as OLA, OYO, Myntra, FarEye
- Computer Engineer & MBA- University of Rochester



Anand Chheda

- 17+ Years of Experience
- Marketing - American Express, HUL and Lodha
- MBA-MICA



Prihaans Dedhiya

- 8+ Years of Experience
- Worked at Ascent-A PharmEasy Company
- MBA - Chetna College



Himani Ladsariya

- 15+ Years of Experience
- Ran a tech startup
- Tech Lead with Lehman Brothers
- Computer Engineer & MBA- University of Rochester



Apurav Mahajan

- 15+ Years of Experience
- Worked at a leading family office in Bahrain
- Computer Engineer & MBA- University of Rochester



Shivang Unadkat

- 8+ Years of Experience
- Investment Banker-III Capital
- Bachelors of Financial Markets
- CFA Level 3 Candidate



Amar Kerkar

- 17+ Years of Experience
- Business Head at Repro Books
- BMS, Marketing- University of Mumbai



Monil Sheth

- 10+ Years of Experience
- Worked with Axis Bank & ICICI Bank
- MBA-JBIMS
- Chartered Financial Analyst (US)

REGIONAL / PROJECT LEADS

Vasai



Awadesh Yaduvanshi

- Operations Manager
- 13+ Years of Experience
- Veteran Submariner
- MBA – JBIMS

Bengaluru



Sachin Gowda

- Senior Operations Manager
- 10+ years of experience
- MBA- Operations Management

Delhi



Rajeev Ranjan

- EV Program Manager
- 15+ years
- Masters in Manufacturing and Automation

Delhi



Sushil Kumar

- City Lead
- 13+ Years of Experience
- Managed self-owned Startup Worked with Uber & Ola
- Master in Global Business Operations

Chennai



Sanam Mehta

- City Lead
- 4+ Years of Experience
- Worked at a leading family office in Khel Group
- BBA - Loyola University

Chennai



L Venkatesh

- Senior Operations Manager
- 30+ years of experience

Thane



Suraj Lath

- Business Intelligence
- 9+ Years of Experience
- MBA – University of Calcutta

Pune



Sahebrao Borkar

- Workshop
- 9+ Years of Experience
- Group head at MSIL dealership
- B.A. – Mumbai university

Pune



Paras Gurkha

- Operations Manager
- 13+ years of experience
- MBA - Finance

Hyderabad



Narasimha Rao

- Sr. Operations Manager
- 7.5 years
- MBA – JND University

Kolkata



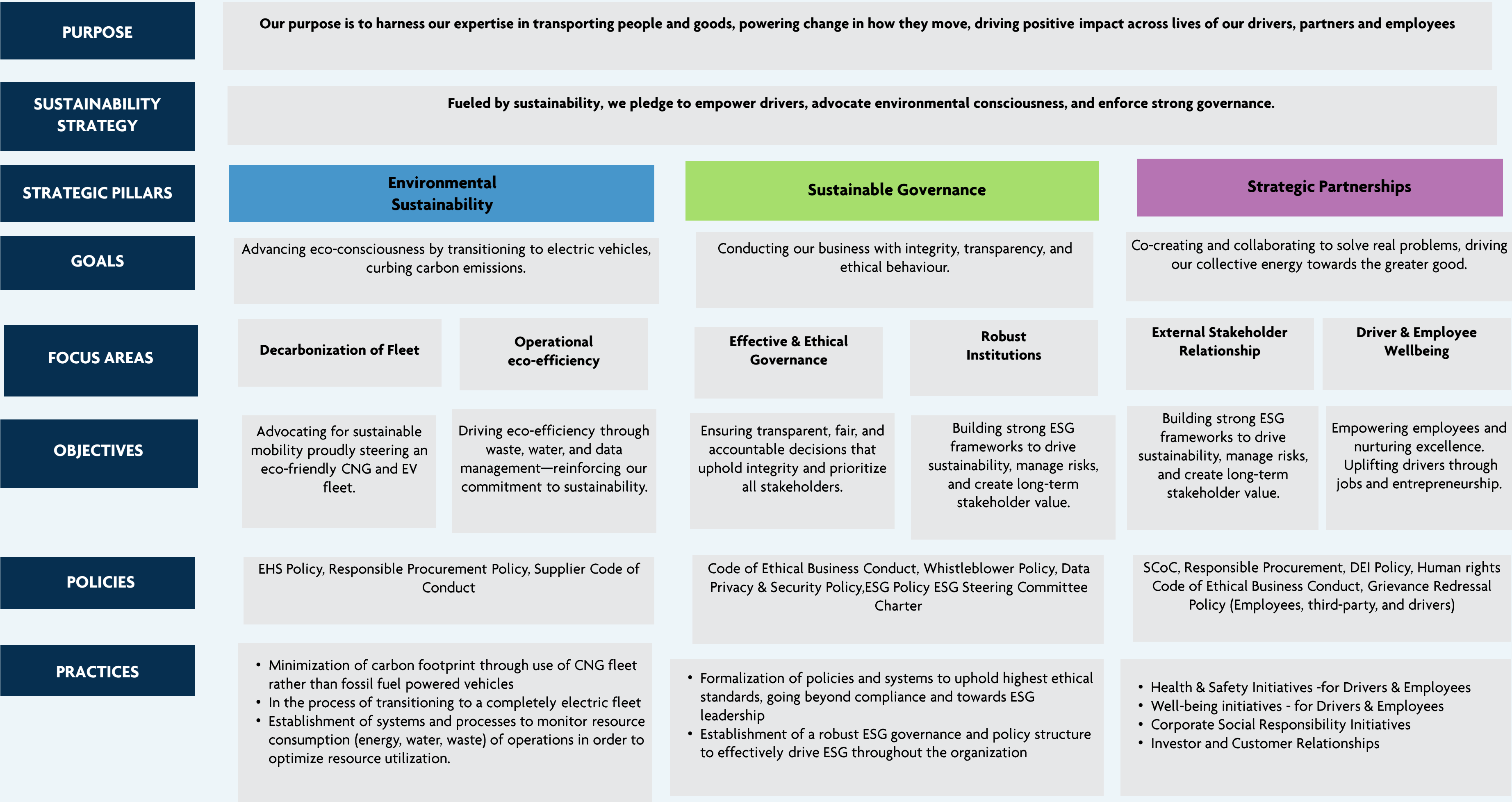
Jaideep Ahuja

- Operations Manager
- 14+ years of experience
- Dentist

OUR ESG COMMITMENT



OUR SUSTAINABILITY BLUEPRINT



CREATING ENVIRONMENTALLY SUSTAINABLE PRACTICE

Everest Fleet is more than a ride; it's a commitment to a greener, more efficient, and connected tomorrow.

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Journey to green, low emission fleet

As the largest fleet management company in the country, we are leading by example. We have made a conscious effort to not invest in fossil fuel-powered vehicles. Our 16,500-vehicle strong fleet consists of 15,000 CNG vehicles and 1,500 electric vehicles.

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Formalization of Environmental Policies

We have redeveloped and standardised our Environment, Safety and Health policy as leading industry with the goal of minimising environmental risks associated with our operations. We have also formalised a Sustainable Procurement Policy, to inculcate sustainable practices among our Suppliers and business partners

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Environmental Performance Data

In order to track key KPIs related our environmental footprint, we have developed an Environmental Data Management Tool. This tool allows us to capture data on environmental parameters like energy, water, waste, etc and monitor trends/set targets to improve our performance.

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Responsible Procurement

We believe that environmental sustainability goes beyond our operations and are committed to align our suppliers and business partners with our sustainability strategy. In this light, we have included key environmental clauses in our Supplier Code of Conduct and have also initiated a ESG-based Supplier Assessment program on a pilot basis.

Intended Outcome: Through the adoption of sustainable practices, we at Everest strive to foster environmental stewardship in our operations as well as in our value chain, ensuring a greener future for generations to come.

JOURNEY TO GREEN, LOW EMISSION FLEET (1/2)

OUR PRIORITY

Carbon Emission Reduction: Everest Fleet's exclusive use of CNG and electric vehicles has significantly reduced emissions across its 20,000+ vehicle fleet.

HOW ARE WE GOING TO DO IT



Uber leads \$20M round in India's Everest Fleet for EV expansion

Uber has led a \$20 million round into Everest Fleet, a fleet management company that boasts over 10,000 vehicles running on rideshare platforms Uber and Ola throughout India. The company



BII backs Everest Fleet, TI Clean as India EV commitments Top \$500 Mn

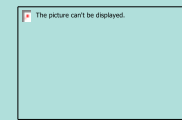
British International Investment (BII), the UK-backed development finance body, announced investments worth \$33.5 million (Rs 280 crore) into three companies in India's electric vehicle sector.



Axis Bank extends INR 1 billion loan to Everest Fleet under GuarantCo partnership for purchase of Electric Vehicles (EV) in India

Axis Bank, one of the leading private sector banks in India, in collaboration with GuarantCo, a part of the Private Infrastructure Development Group (PIDG), has extended INR 1 billion (c.

Moving towards 100%



Fleet

WHERE WE ARE TODAY

Number of vehicles (CNG+ Electric)

18000+

2000+

DRIVERS OF EV TRANSITION

Government Incentives: India's FAME scheme promotes EV adoption through subsidies, road tax and registration fee exemptions, and preferential electricity rates for charging.

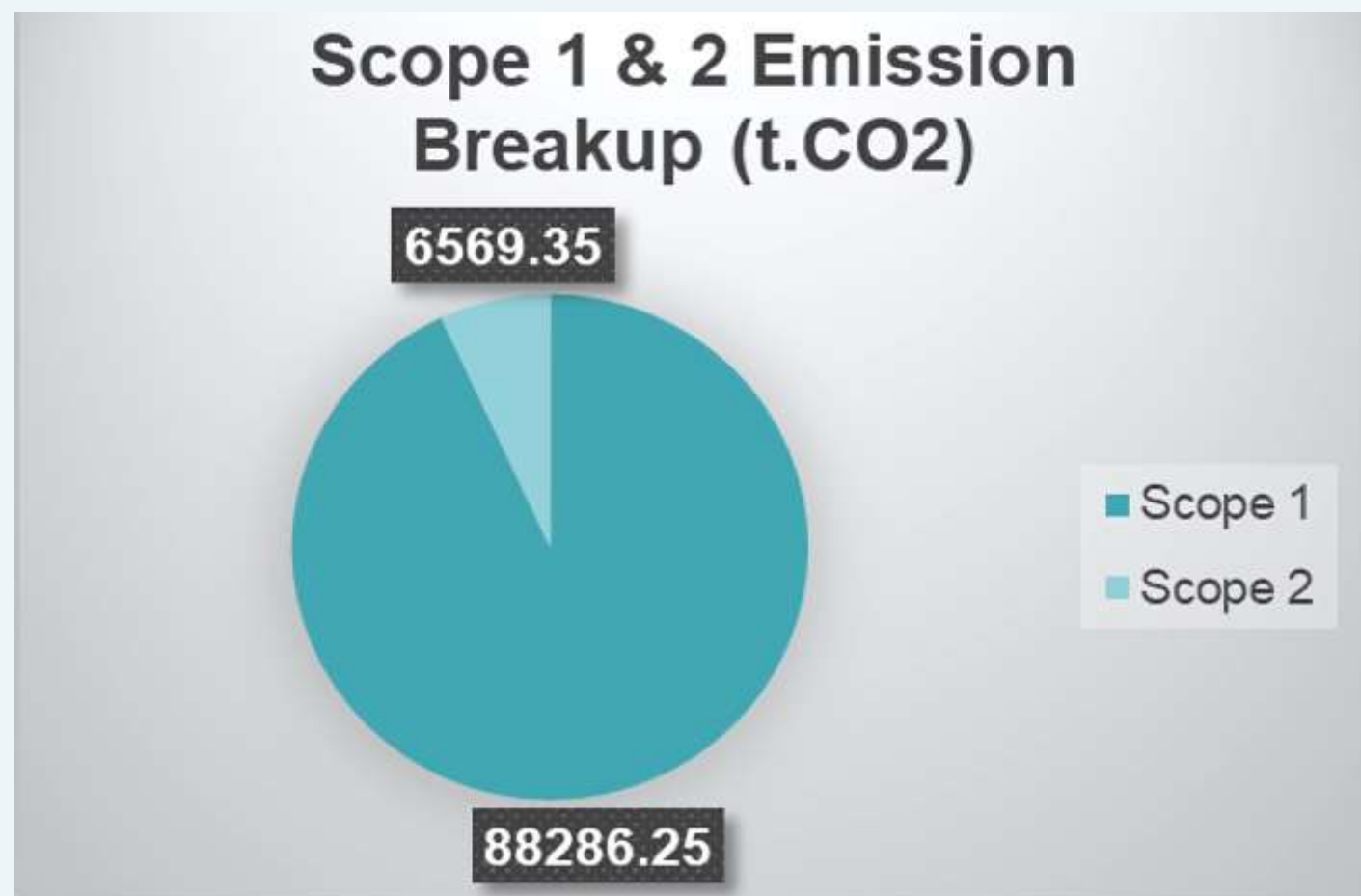
Lower Operating Costs: EVs incur lower running expenses due to stable electricity prices and reduced maintenance needs, owing to fewer moving parts.

Market Demand & Consumer Preference: Rising environmental awareness in India is boosting demand for EVs. Fleet companies offering electric options can attract eco-conscious customers and gain a market advantage.

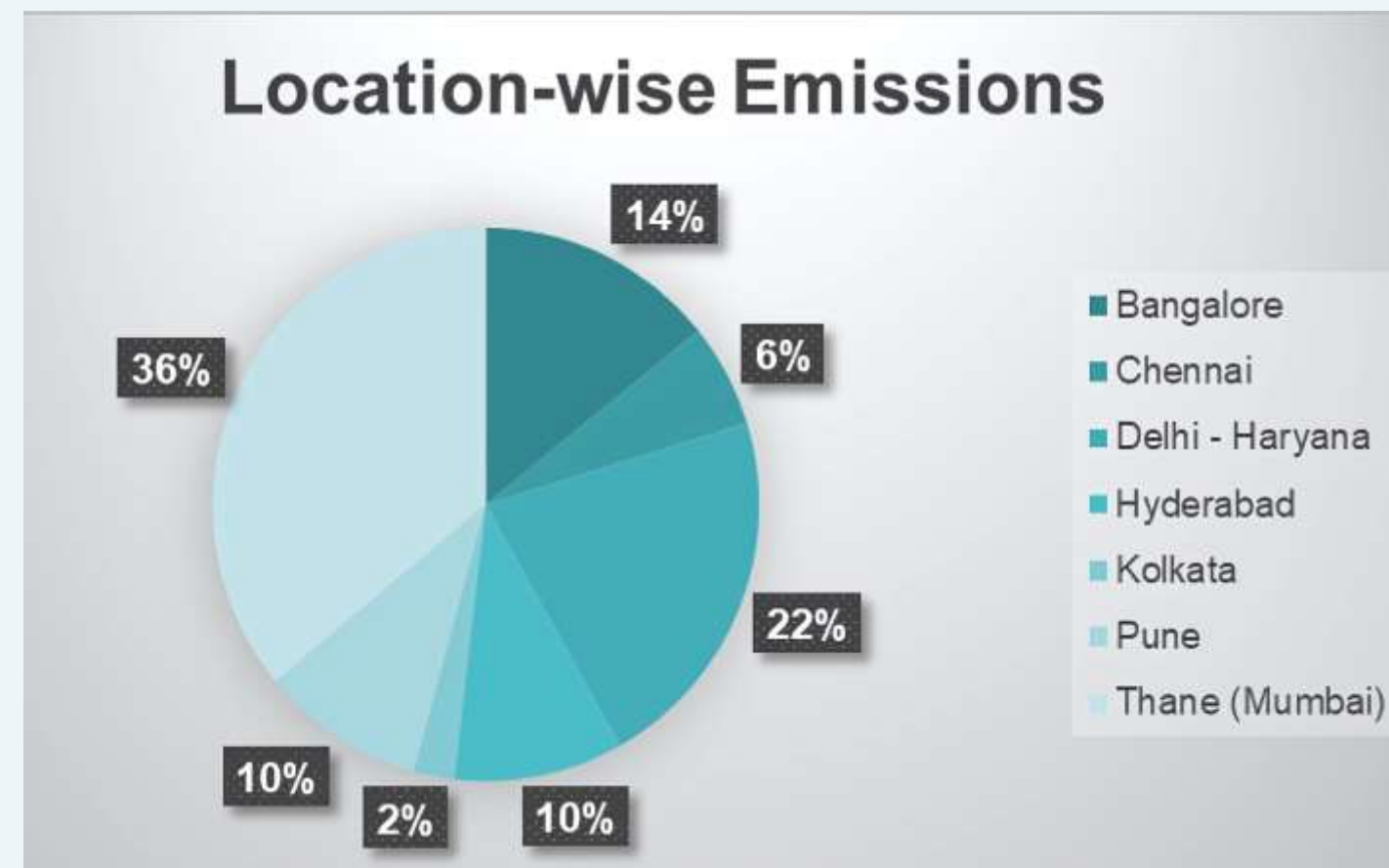
JOURNEY TO GREEN, LOW EMISSION FLEET (2/2)



Everest Fleet conducted an assessment of its Scope 1 and 2 emissions based on energy and electricity usage across the 7 cities where it operates. We believe measuring and disclosing emissions is the first step in building a strong decarbonization strategy. This assessment revealed trends in emissions by type, location, and time period.



Scope 1 emissions (emissions from owned/controlled sources) were found to constitute 93% of the company's emissions, while Scope 2 emissions (emissions from purchases electricity) were found to constitute 7% of the total emissions



The above table provides a breakup of emissions (Scope 1 + 2) across Everest's 7 cities of operation. Mumbai and Delhi-Haryana were found to be city responsible for the most emissions

ENVIRONMENTAL POLICY DEVELOPMENT

CODIFYING OUR ENVIRONMENTAL VISION

Codifying environmental commitments, practices, and programs into a policy provides a clear framework for integrating sustainability into the company's operations, guiding decision-making, and demonstrating accountability to stakeholders. It also helps to establish a culture of environmental responsibility, ensuring consistent implementation of best practices and facilitating continuous improvement towards achieving environmental goals.



ENVIRONMENT, HEALTH AND SAFETY POLICY

- Applies to all operations conducted by Everest Fleet, including vehicle management, maintenance, and service centers (garages), and all personnel associated with our operations. It encompasses the entire fleet lifecycle, from procurement to decommissioning.
- The policy goes beyond legal compliance and makes several environmental commitments concerning Environmental objectives and KPIs - in the areas of resource consumption, emissions, waste management and pollution management.
- The policy also highlights the company's commitment to uphold the highest safety standards for its employees. This will be achieved through hazard identification, risk assessments and emergency preparedness response plans
- Policy is aligned with ISO 14001, which demonstrates a commitment to proactively managing environmental impacts, ensuring compliance with relevant regulations

Sustainable Procurement Policy

1. Purpose and Objectives

At Everest Fleet Management Company, we are committed to conducting our business in a socially responsible and environmentally sustainable manner. Our Sustainable Sourcing and Procurement Policy outlines our commitment to sourcing products and services responsibly, reducing environmental impact, and supporting ethical labor practices throughout the supply chain.

The objectives of our Sustainable Sourcing and Procurement Policy are as follows:

- Minimize environmental impact across the value chain by reducing footprint, waste production, and resource consumption.
- Promote ethical standards within the global marketplace and in all aspects of sourcing from supplier selection to final product delivery.
- Ensure product quality and safety. We will purchase goods and services of high quality, safe and responsibly sourced aligning with product specifications.
- Engage with suppliers dedicated to ethical and sustainable development. We seek to work with suppliers who comply with human rights, environmental legislation, labor laws, and ensure their self-transparency and continuous improvement.

2. Scope

This policy applies to all procurement activities conducted by Everest Fleet Management Company, including but not limited to:

- Sourcing of goods and services
- Evaluation and selection of suppliers across aspects of sourcing
- Contract negotiations and vendor relationships

3. Sustainable Sourcing Principles

Our Sustainability Impact in this process applies to: who demonstrates environmental responsibility in their operations, uses sustainable materials and energy resources.

Key principles to be followed include but are not limited to:

- Supplier's commitment to ethical business practices
- Compliance with all relevant legal and regulatory requirements
- Sourcing with environmental regulations and obtaining relevant certifications (e.g., ISO 14001)

This policy outlines Everest's commitment to sourcing products and services responsibly, minimizing environmental impact, and supporting ethical practices throughout the company's supply chain

This policy applies to all procurement activities conducted by Everest Fleet Management Company, including but not limited to: Purchase of vehicles, equipment, and materials, Contracting of services such as maintenance, repairs, and consulting

Everest commits to regularly monitor and evaluate the performance of its suppliers in relation to sustainability and ethical standards. This may include conducting audits, collecting data on environmental impact, and reviewing compliance with contractual obligations.

Environmental Performance

Data

Everest Fleet recognizes that a crucial aspect of estimating and managing its environmental impact is to quantitatively measure and benchmark its environmental performance. Tracking environmental performance also helps to comply with regulations, enables informed decision-making and supports the company's long-term sustainability goals.

DEVELOPMENT OF DATA MANAGEMENT TOOL

BUSINESS PROBLEM

- Disaggregated data being collected across cities of operations
- Manual collection of city-wise data with minimum consolidation/analysis
- Little to no alignment with requirements of reputed sustainability frameworks/standards
- No quantified goals/targets to guide Everest's sustainability strategy

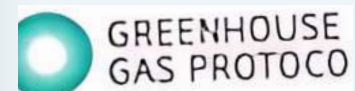


EVEREST DATA MANAGEMENT TOOL

Structured data templates for seamless data collection and consolidation, maintaining a single source of auditable data on key KPIs

Real-time editing and decision-useful dashboards to monitor trends, set targets and communicate progress

The conversion factors and calculation methodologies of the tool are referenced to leading industry standards and protocols



AMONGST OTHERS

ENERGY CONSUMPTION

WASTE MANAGEMENT

WATER CONSUMPTION

GHG EMISSIONS


PROMOTING SUPPLY CHAIN SUSTAINABILITY

Engaging our Value Chain Partners

As part of Everest's ambition to be a responsible steward of the environment in which it operates, one key strategy of the company is to engage with suppliers on environmental issues. Doing this fosters collaboration and transparency throughout the supply chain, allowing for the identification and implementation of sustainable practices. By working together, Everest can reduce environmental impact, mitigate risks not only of its own operations but those of its value chain as well.

Policy

SUSTAINABLE PROCUREMENT POLICY



1. Purpose and Objectives

At Everest Fleet Management Company, we are committed to conducting our business in a socially responsible and environmentally sustainable manner. Our Sustainable Sourcing and Procurement Policy outlines our commitment to sourcing products and services responsibly, minimizing environmental impact, and supporting ethical practices throughout our supply chain.

The objectives of our Sustainable Sourcing and Procurement Policy are as follows:

- Establish and communicate integration with the broader risk strategy (logistics, waste reduction, emission reduction, transportation-related emissions, and sourcing risk).
- Promote ethical standards within the supplier chain.
- Ensure ethical considerations like optimal embedded carbon in all aspects of sourcing and procurement practices.
- Focus on product quality and life-cycle approach, environmental safety, quality, safe handling, and reduced energy consumption within the product life-cycle.
- Promote supplier relationships that are consistent with the organization's code of ethics and demonstrate social responsibility, transparency, and continuous improvement.

2. Scope


This policy applies to all procurement activities conducted by Everest Fleet Management Company, including but not limited to:

- Purchasing of goods and services.
- Contracting with third-party vendors across various aspects of sourcing.
- Distributors, logistics partners, and subcontractors.


3. Sustainable Sourcing Principles

The Sustainability Impact with this practice explains how downstream environmental responsibility is demonstrated via green procurement and energy management:

- Suppliers are to adhere to the principles of pollution prevention with emphasis on environmental considerations.
- Complying with environmental regulations and obtaining relevant certifications (e.g., ISO 14001).



SUPPLIER CODE OF CONDUCT



Introduction

At Everest Fleet, we acknowledge that our suppliers — our supply partners — are the core of our ability to deliver world-class services to our clients and communities. Indeed, our growth over the years is due in large part to our commitment to this Code, our values — our commitment to working together in ensuring we meet our ethical expectations and commitments, national and local governance mandates. Thank you for the work you do and the added assurance you provide to Everest Fleet and our clients


Purpose and scope

We recognize the essential role our suppliers play in ensuring the day-to-day, safe, and responsible operation of our business. Our Supplier Code of Conduct serves as a guiding framework to foster ethical, responsible, and sustainable practices throughout our supply chain.

It includes the following requirements for suppliers:

1. Comply with all applicable laws, regulations, and industry standards in their operations.
2. Labor Rights: Suppliers are to uphold the principles established in the core labor standards of the International Labor Organization (ILO), such as the elimination of forced labor and child labor, and the right to freedom of association and collective bargaining.
3. Compensation and Working Hours: Suppliers are to provide fair wages and ensure safe and healthy working conditions, including reasonable working hours and rest breaks.
4. Environmental Responsibility: Suppliers are to reduce the environmental impact of their operations by minimizing waste, emissions, and resource consumption.
5. Anti-Corruption and Ethics: Suppliers must adhere to the highest standards of integrity, honesty, and transparency, and avoid conflicts of interest, bribery, or any form of corruption.
6. Monitoring and Compliance: Everest Fleet reserves the right to assess and audit the practices of suppliers to ensure compliance with this Code. Suppliers are encouraged to implement effective internal controls and monitoring mechanisms.

SUPPLIER ASSESSMENT AUDITS & INSPECTIONS



Self-Assessment

As part of our commitment to maintaining high standards and ethical business practices, we conduct annual self-assessments with our suppliers. These assessments empower our suppliers to evaluate their performance, identify areas for improvement, and align with our organizational values. Through self-assessment questionnaires, suppliers assess their adherence to quality standards, compliance with legal requirements, environmental sustainability, and labor practices. By engaging in this introspective process, suppliers contribute to a transparent and responsible supply chain. Regular self-assessments ensure that our partnerships remain robust, sustainable, and aligned with our shared goals.

Monitoring and Reporting

We will regularly monitor and evaluate the performance of our suppliers in relation to sustainability and ethical standards. This may include conducting audits, collecting data on environmental impact, and reviewing compliance with contractual obligations.

Environmental Responsibility

We are committed to minimizing the environmental impact of our operations and expect our suppliers to share in this commitment. Our suppliers must comply with environmental regulations, minimize energy consumption, and adopt sustainable practices to reduce waste generation.

Everest's Supplier Code of Conduct and Sustainable Procurement Policy both emphasize on the importance of environmental responsibility for operations and within the value chain.

TURNING POLICY INTO ACTION

GUIDE FOR RESPONSIBLE SUPPLY CHAIN

Purpose of the framework

This framework is developed to screen the suppliers of Everest Fleet Private Limited. It will serve as a comprehensive tool to evaluate supplier maturity in Environmental, Social, and Governance (ESG) practices. By conducting these assessments, Everest aims to enhance transparency, promote sustainable business practices, and make informed decisions on engaging with suppliers, fostering a stronger commitment to ESG principles throughout its supply chain.

Objective

Enhance Sustainability: Identify areas for improvement in supplier sustainability efforts to align with our company's sustainability goals, reduce environmental impact, and promote responsible business practices.

Mitigate Risks: Assess and mitigate potential ESG-related risks within our supply chain, ensuring business continuity and safeguarding our reputation.

Foster Collaboration: Establish a transparent and constructive dialogue with suppliers, encouraging them to embrace sustainable practices and develop a long-term commitment to responsible sourcing.

Drive Innovation: Encourage innovation and continuous improvement among suppliers, fostering the development of more sustainable and environmentally friendly products and processes.

Support Stakeholder Expectations: Meet the evolving expectations of customers, investors, and regulators by demonstrating our commitment to sustainability and responsible sourcing through rigorous supplier assessments.

Answering the questionnaire

- The assessment consists of 52 questions distributed across three sections - Environment, Social and Governance
- Each question has a radio response button through which respondents can respond with a 'Yes' or a 'No'
- Wherever the response 'Yes' is being provided, please provide relevant supporting evidence in the form of reports, photos, certifications, or policies
- In case a particular question is not relevant to the respondent, the question can be marked as not applicable and an explanation can be provided in the 'Comments' column
- In any queries/responses/explanations/justification for a particular question can be added to the corresponding 'Comments' cell

Serial No.	Theme	Question
1	Compliance and Governance	Is the company fully compliant with all applicable environmental laws/regulations?
2		Does the company have an environmental policy covering its commitment towards operational eco-efficiency (parameters such as air, water, energy, noise, emissions, biodiversity)?
3		Does the company maintain a legal register for Environment-related compliance documents (EC, CTE, CTO, etc.) to help track the validity of the permissions and re-limits basis?
4	Air Pollution	Does the company provide training to employees on environmental topics?
5		Does the company have any systems in place to control air emissions (i.e. NOx, Sox, mercury, hazardous air pollutants) that are generated as a result of operations? (DG Sets)
6		Does the company monitor and report air emission levels?
7	Waste Management	How is waste handled by the company? What are the types of waste the facility generates and how are they disposed?
		a) Hazardous waste authorization
		b) Bio-medical waste authorization
		c) E-waste authorization
8		Does the company provide adequate safety equipment (gloves, masks, PPE) to employees for proper handling of waste?
9		If Extended Producer Responsibility (EPR) is applicable to the entity's activities, is the company's waste channelization aligned to the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Board?
10	Energy Usage	Does the company monitor and track energy consumption of offices and facilities?
		Does the company have any programs/initiatives in place to reduce energy consumption/increase energy efficiency?

Everest has formulated a Responsible Supply Chain Assessment Framework which has been launched on a pilot basis to select suppliers. In this assessment, the environmental performance of suppliers is assessed, and based on performance, improvement areas will be identified and communicated to suppliers

OUR ESG COMMAND CENTRE

ESG Policy Everest

Introduction to the Policy

In today's rapidly evolving corporate landscape, the integration of Environmental, Social, and Governance (ESG) principles into the core operations of a business is no longer optional but a vital choice to ensure sustainable growth. Everest is clear in its ambition to transition towards a greener, more inclusive and resilient business culture. As a leader in the fleet and mobility space, we recognize that our responsibilities extend far beyond business metrics, toward the betterment and well-being of our ecosystem, people, and planet.

Our ESG policy is a reflection of our dedication to our core ethos and toward the aspirations of our stakeholders – including clients, employees, partners, and the communities we operate in. Through this policy, we seek to communicate our values, action plans, and commitment to long-term value creation while reinforcing our role in building an equitable and sustainable future.

The policy represents a strategic and structured framework for environmental stewardship, guiding social development, and upholding governance standards. The goal is to ensure that our business does not only deliver financial returns but also catalyzes meaningful, long-lasting social and environmental impact.

Our Vision and Ambition

Everest Fleet management is entering into a transformation journey, underpinned by a mission to create long-term value, not only for its shareholders and stakeholders but for society as a whole.

Our ESG policy is designed to act as a blueprint for sustainable operations, aligned with global best practices and frameworks. We aim to operate responsibly, minimizing environmental harm while positively contributing to society and ensuring ethical conduct across all facets of our business.

Key ambitions of our ESG framework include:

- **Environmental Stewardship:** Committed to reducing environmental impact by adopting eco-efficient technologies, waste reduction, and resource optimization.
- **Social Responsibility:** Striving to build an inclusive culture by promoting diversity, supporting communities, and ensuring employee well-being and development.
- **Governance and Ethics:** Embedding strong corporate governance principles and upholding transparency and accountability in all decision-making processes.

Environmental, Social, and Governance Everest

Steering Committee Charter

1. Purpose and Objectives

Everest has established an Environmental, Social and Governance Steering Committee ("ESGSC" or the "Committee") to support the Company's ongoing commitments to the environmental, health, and safety, corporate social responsibility, corporate governance, sustainability, and other relevant matters (collectively known as, "ESG Matters"). The committee's objective is to oversee ESG management and advise the Board of Directors in:

- Setting Everest's general strategy relating to ESG Matters, as well as developing, implementing, and monitoring initiatives and policies at the Company based on that strategy;
- Overseeing communications with employees, investors, and other stakeholders of the Company concerning ESG Matters; and
- Monitoring and anticipating developments relating to, and improving the Company's understanding of, ESG Matters.

2. Membership

The members of the ESGSC will be approved by the Board of Directors of the Company (the "Board") from time to time. The members of the ESG Committee will include such officers and employees of the Company as the Board deems appropriate, considering, among other things, such person's expertise in relevant disciplines, including environmental, health, and safety, operations, legal, investor relations, corporate governance, finance, human resources, and communications. Unless the Board designates a Chair, the Committee may designate a Chair by majority vote of the full Committee membership.

3. Meetings, Procedures and Authority

The ESGSC has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's Memorandum and Articles of Association (as may be amended and/or restated from time to time, the "Memorandum and Articles of Association") that apply to the Committee.

The Committee will meet as frequently as it deems necessary and advisable to carry out its duties, but no fewer than two times each calendar year. Members of the ESG Steering Committee may participate in meetings through telephone conferences or similar communications equipment by means of which all persons participating in the meeting can hear each other. The Committee may ask other officers and employees of the Company to attend the meetings or provide pertinent information as requested. The ESG Lead of the ESGSC ("ESG Lead"), or his or her designee, is responsible for scheduling and setting the agenda for meetings.

3 TIER ESG GOVERNANCE STRUCTURE

As part of our ESG efforts we have established a ESG Steering Committee to oversee, implement and assess our ESG initiatives.



ESG STEERING COMMITTEE CHARTER

We have also developed the functional charter defining the roles and responsibilities of the ESG Management Committee.

SUPPLIER CODE OF CONDUCT AND ASSESSMENT

We have developed a supplier code of conduct to formalize and standardize our relationship with suppliers and value chain partners. Our focus is on environmental sustainability, creating value for the community and safeguarding assets & information.

SUPPLIER CODE OF CONDUCT

Introduction

At Everest Fleet, we acknowledge that you – our supply partners – are at the core of our ability to deliver world-class services to our clients and community. Indeed, our growth over the years is due in large part to your contribution. In this Code, we outline how we can continue working together by ensuring you meet our ethical expectations and minimum environmental, social and governance standards. Thank you for the work you do and the professional service you provide to Everest Fleet and our clients.

Purpose and scope

We recognize the critical role our suppliers play in ensuring the efficiency, safety, and sustainability of our operations. Our Supplier Code of Conduct serves as a guiding framework to foster ethical, responsible, and sustainable practices throughout our supply chain. Here are the key objectives and purposes of our Supplier Code of Conduct:

- 1. Ethical Standards:** We expect our suppliers to uphold the highest ethical standards in all their business dealings, including honesty, integrity, and transparency.
- 2. Labor Rights and Standards:** We require our suppliers to respect and uphold the labor rights of their workers following international standards set by the International Labor Organization (ILO). This includes providing fair wages, safe working conditions, and prohibiting child labor and forced labor.
- 3. Environmental Responsibility:** We are committed to minimizing the environmental impact of our operations and expect our suppliers to share in this commitment. Our suppliers must comply with environmental regulations, minimize energy consumption, and adopt sustainable practices to reduce waste generation.
- 4. Quality and Safety:** We prioritize the safety and quality of our fleet and services. Our suppliers are expected to deliver products and services that meet our rigorous quality and safety standards, ensuring the reliability and safety of our operations.
- 5. Ethical or non-compliant practices:** This includes risks related to reputational damage, legal liabilities, and disruptions to the supply chain.
- 6. Stakeholder Trust and Reputation:** Upholding ethical and responsible business practices strengthens stakeholder trust and enhances our role as a socially responsible fleet operator. Your commitment to responsible procurement builds confidence among clients, investors, and the community.

7. Continuous Improvement: We believe in continuous improvement and encourage our suppliers to strive for excellence. Our Supplier Code of Conduct includes mechanisms for monitoring, evaluation, and feedback, fostering a culture of continuous improvement and collaboration across our supply chain.

By aligning with our Supplier Code of Conduct, suppliers become integral partners in our mission to deliver sustainable, safe, and efficient fleet management solutions while upholding the highest standards of corporate responsibility. Together, we can drive positive change and create lasting value for our stakeholders and the communities we serve.

Scope and Applicability

The Everest Fleet team goes beyond our employees - it extends to all third-party and supply partners who help us deliver on our promise to our clients. We developed this Code for you, our partners, to set out our business conduct and ethical expectations of you as well as your employees, agents, and sub-contractors (collectively "supply partners"). All supply partners must comply with this Code while conducting business for or on behalf of Everest Fleet. Our compliance expectations include implementing policies, procedures and training as well as taking preventative and remedial action to avoid and correct gaps.

Valuing people, communities, and the environment

We firmly believe in prioritizing the health and safety of all individuals involved in our supply chain, promoting diversity and inclusion, upholding human rights, and respecting labor rights in accordance with international standards. We are unwavering in our commitment to creating a workplace free from harassment and discrimination of any kind. Furthermore, we recognize the critical importance of protecting the environment and promoting sustainable procurement practices to minimize our ecological footprint.

Health & Safety

At Everest Fleet, we place paramount importance on safeguarding the health and safety of all personnel involved in our operations, including those of our vendors and suppliers. All individuals must be adequately trained, certified, and equipped to execute their duties safely, minimizing risks not only to themselves but also to others directly or indirectly affected by their actions. We mandate the identification, assessment, and elimination or management of any potential risks to worker health or safety throughout all sourcing, supplier, and service provision activities. Continuous improvement in safety performance is expected through regular review and enhancement of safety programs and practices, ensuring ongoing compliance and protection for all stakeholders.

Valuing people, communities, and the environment

We firmly believe in prioritizing the health and safety of all individuals involved in our supply chain, promoting diversity and inclusion, upholding human rights, and respecting labor rights in accordance with international standards. We are unwavering in our commitment to creating a workplace free from harassment and discrimination of any kind. Furthermore, we recognize the critical importance of protecting the environment and promoting sustainable procurement practices to minimize our ecological footprint.

Doing business with Integrity

Everest places a high value on doing business with integrity. It strictly prohibits the receipt, offer, or payment of bribes, kickbacks, facilitation payments, or the exchange of anything of value (directly or indirectly) intended to advance Everest's business interests or provide undue or improper advantages for Everest or its partners. While it may sometimes be appropriate to exchange gifts or offer entertainment, suppliers should not use these business courtesies to gain an improper advantage or preferential treatment. Suppliers should ensure that gifts or entertainment are modest in value, infrequently provided, and consistent with local law and the internal rules of the recipient's employer. Gifts of cash or cash equivalents, such as gift cards, are not allowed.

Safeguarding Assets, Information and Interests

PEOPLE AND PARTNERSHIPS



STAKEHOLDERS AT THE HEART OF OUR JOURNEY

DRIVERS



EMPLOYEES

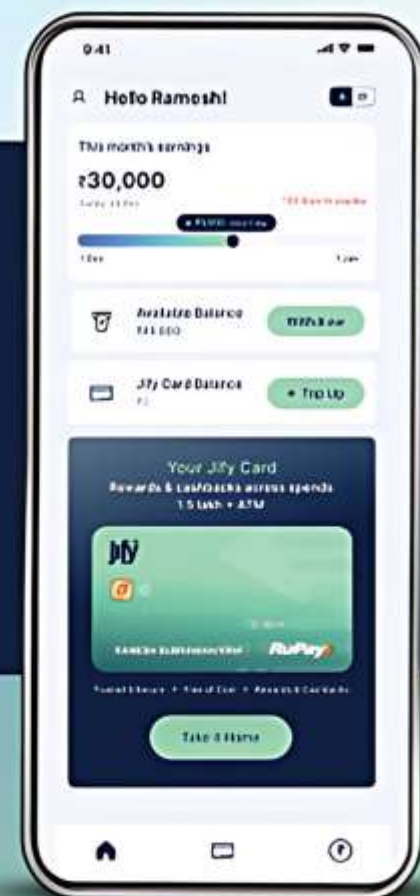
CLIENTS AND INVESTORS

LOAN



Instant access to your salary when you need it!

Say NO to high-cost credit OR borrowing from friends/family. Take control over your own money, with Jify.



- ⇒ On-demand salary
- ⇒ Not a loan, No interest
- ⇒ Free access in Jify RuPay card
- ⇒ Multiple rewards & cashbacks
- ⇒ Smart savings tools (coming soon)

Get Jify today

Company code: **everestfleet**
Employee ID: As per HR system

EMPLOYEES

BETTER PLACE MONEY

Employees can avail of a loan of up to ₹50,000 with low-interest rates through Better Place Money just at your fingertips! Offer Highlights:

- **Low-Interest Charges**
- **100% Digital Process**
- **Easy Repayment Plans**

ADVANCED SALARY



This festive season, Celebrate without worries

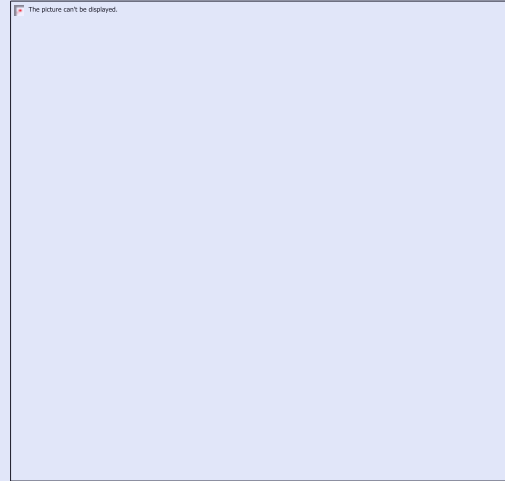
Now get a quick loan of up to ₹50,000 with very low interest rates through **Better Place Money** right at your fingertips!

- Low-interest charges
- 100% digital process
- Easy repayment plan



Exclusively for Everest Fleet Employees

EMPLOYEE SURVEYS



Employee Voices Matter

Initiating organization-wide surveys proactively to ensure alignment with the right direction



Employee Satisfaction



Training and development needs



Improving feedback mechanisms

ENCOURAGING TRANSPARENCY



Unfiltered Truths: Sach Ka Saamna with Our Founder

In these sessions of 'Sach Ka Saamna' employees have the opportunity to ask our founder anything without hesitation. The open forum leads to candid responses and valuable insights, reinforcing our culture of transparency and honesty.”

EMPLOYEE S

Employee Benefits

→ **SILVER COIN** : New Born Baby Gift



→ **RS 5000** : Marriage Gift



→ **LONG SERVICE AWARD** : On completion of 10 Years



Medical Insurance



CONSULT A DOCTOR ON THE PHONE IN CASE OF ANY ILLNESS AT ZERO COST



Only for Everest Fleet Employees



To book an appointment scan this QR code using your phone and complete the booking on WhatsApp!



Introduced **eKure** to ensure on demand healthcare service for our Pilots and Employees

EMPLOYEE ENGAGEMENT PROGRAM



Discretionary Spend Allowance

DRIVERS: INITIATIVES AND STORIES

EASY LOAN -BAJAJ FINSERV

Driver Finance – Better place Money For old active drivers

अनदेखे खर्च की चिंता से मुक्ति पाएं, आसान लोन के साथ खुशियाँ मनाएं।

एप को अभी डाउनलोड करने के लिए स्कैन करें

अब पाएं **₹25,000*** तक के लोन, सिर्फ एवरेस्ट फ्लीट के अनुभवी ड्राइवर्स के लिए !

- तत्काल मदद
- सरल आवेदन प्रक्रिया
- कम ब्याज दरें
- न्यूनतम प्रोमोसिंग शुल्क

Customer Care Number
9289926804

T&C Apply. सिर्फ उन्हीं ड्राइवर ड्राइवर्स के लिए जो हमारे साथ 3 महीने से जुड़े हुए हैं।

Successful pilot in Mumbai, targeting approx. 1,405 drivers who had completed at least 90 days with EF.

Now with increased access to loan facilities:
Targeting Active Driver who has completed 30 days with us

Everest

BAJAJ FINSERV

Accelerate your dreams with Bajaj Markets!

Exclusive loan offer for Everest Fleet drivers

Get your loan approved quickly

- No Guarantee Required
- Low Interest Rates
- Fast Approval

Scan the QR code for more details!

Loans are issued by our partners. Their decision will be final.*

BAJAJ FINSERV DIRECT LIMITED

SITARA

Lighting the Path for Tomorrow's Stars



Driving Dreams, Fueling Futures: Sitara Scholarship Initiative empowers our pilot's children, unlocking a world of possibilities for them.

CLIMBERS OF EVEREST: SCALING DREAMS ON **YOUTUBE**

To amplify and highlight their efforts, we have started an outreach series called 'Climbers of Everest' which puts the spotlight on these heroes for others to be motivated and take inspiration from.

DRIVER SUCCESS STORIES:

Explore [inspiring narratives of Everest Fleet drivers overcoming challenges and achieving milestones, showcasing their dedication and professionalism](#)

Hear firsthand accounts of drivers' experiences with Everest Fleet, highlighting the company's supportive culture and opportunities for growth

TESTIMONIALS:

Discover testimonials from satisfied drivers who have experienced the [benefits of partnering with Everest Fleet Management](#), emphasizing the company's commitment to driver satisfaction and success.

Learn how Everest Fleet's innovative solutions and supportive environment have positively impacted drivers' careers and livelihoods, as shared through authentic testimonials on the channel.

MARKETING CONTENT:

Engage with marketing materials that showcase [Everest Fleet's services and competitive advantages, demonstrating the company's commitment to providing exceptional fleet management solutions.](#)

Explore how Everest Fleet's marketing efforts effectively communicate the value proposition to both drivers and potential clients, highlighting the benefits of partnering with the company for transportation needs.

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TAP THE IMAGE TO HEAR SOMNATH'S
STORY

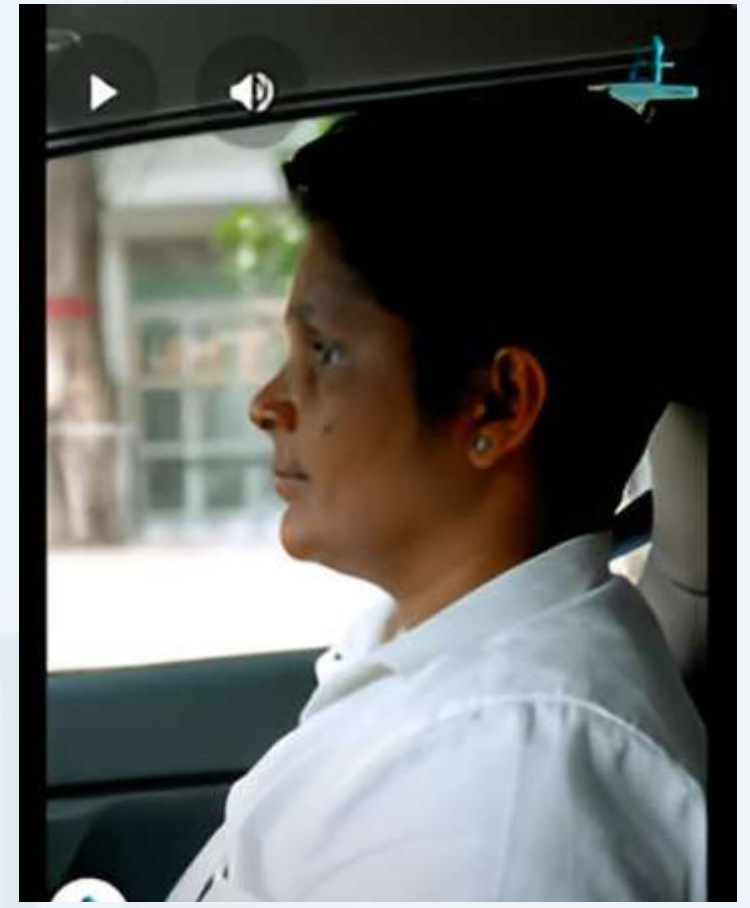
MEET RANI: EF'S FIRST FEMALE DRIVER FROM CHENNAI

HOW HER LIFE TRANSFORMED AFTER JOINING EVEREST.....



Rani was working in the seafood industry as a production manager. She was facing issues in continuing her job due to personal constraints as her mother was ill. After incessantly searching for better economic opportunities, she learnt to drive. However, after joining as a driver in her previous company, she had unsustainable working conditions. She then heard of Everest and joined as a self-entrepreneur and driver. And has been driving since 20XX.

Rani, a determined and skilled woman, embarked on a life-changing journey with Everest Fleet Management Company's Driver program. Initially facing barriers and stereotypes in the male-dominated transportation industry, Rani found empowerment and support through Everest's women driver recruitment initiative. The program provided her with specialized training, advanced technology tools, and a supportive community of fellow female drivers. With newfound skills and confidence, Rani excelled in her role, surpassing performance metrics and setting new standards for safety and efficiency. The program's emphasis on work-life balance and career growth opportunities enabled Rani to achieve financial stability and personal fulfillment. Her inspiring success story not only shattered gender norms but also inspired other women to pursue careers in transportation, making Rani a beacon of empowerment and change in the industry.



TAP THE IMAGE TO HEAR RANI'S STORY

TAP ON THE P

MAJOR ADVANTAGES OF JOINING AS EVEREST DRIVER

Specialized Training: Rani benefited significantly from specialized training programs tailored to enhance her driving skills, safety knowledge, and customer service expertise.

Career Development Opportunities: Opportunities for career advancement, including mentorship programs and leadership training, enabled Rani to set ambitious goals, acquire new skills, and progress towards higher roles within the company.

Advanced Technology Tools: Access to modern technology tools, such as GPS navigation systems and real-time monitoring apps, empowered Rani to optimize her routes, improve efficiency, and ensure timely deliveries.

FROM DRIVER TO EXPERT TRAINER: MEET LAKSHMAN



Before joining Everest, he worked with Ola as a leasing executive, where he adeptly managed a fleet of 200-500 vehicles over a span of three years. This role honed his skills in vehicle management, operational efficiency, and customer service. Coming from a close-knit family of five, including his brother, sister, father, and wife, Lakshman understands the importance of responsibility and teamwork. His educational journey culminated in completing his 2nd PUC, providing him with a solid foundation of knowledge



At Everest, Lakshman leverages his extensive experience and skills to train and mentor new drivers, ensuring they are well-equipped to excel in their roles and uphold the company's standards of excellence.

“I work 7-8 Hours a day and now have time for my family, meditation and myself. I feel a sense of fulfilment and achievement like never before”

Everest has invested its time and resources in upskilling us, especially people who have switched from different work streams. Their constant support and prioritizing driver well-being is the biggest asset for us.

HIS ACHIEVEMENTS SO FAR.....

He has total 9 years of experience including Everest fleet

He was the winner of EPL and got promoted to SDM



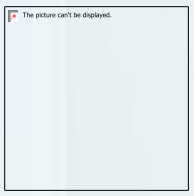
STORY OF SHAIKH UAIZ

HIS STORY

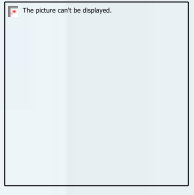
Shaik Uaiz's journey at Everest Fleet Company is a testament to the transformative power of dedication and opportunity. Starting as a driver manager, Shaik displayed exceptional leadership and operational acumen, earning him a promotion to Assistant Operations Manager. His commitment to excellence and innovative problem-solving skills led to streamlined processes, improved driver performance, and enhanced customer satisfaction. Shaik's rapid career progression not only reflects Everest's commitment to nurturing talent but also underscores his ability to adapt, learn, and thrive in a dynamic environment. His story inspires others to seize opportunities, embrace challenges, and pursue professional growth with determination and passion.

Before joining Everest, he worked with Ola as a leasing executive, where he adeptly managed a fleet of 200-500 vehicles over a span of three years. This role honed his skills in vehicle management, operational efficiency, and customer service. Coming from a close-knit family of five, including his brother, sister, father, and wife, Lakshman understands the importance of responsibility and teamwork. His educational journey culminated in completing his 2nd PUC, providing him with a solid foundation of knowledge. At Everest, Lakshman leverages his extensive experience and skills to train and mentor new drivers, ensuring they are well-equipped to excel in their roles and uphold the company's standards of excellence.

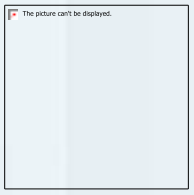
**STRENGTH IN
UNCERTAIN
TIMES**



UPSKILLING



**CAREER
DEVELOPMENT
OPPURTUNITES**



**FULFILLING LIFE
THROUGH
REWARDING JOB**



ATMA KATHA: STORIES FROM WITHIN

आत्मकथा

Tales of Transformed lives

सपनों से सफलता की यात्रा।

Rubeena Banu

मैं एवरेस्ट फ्लीट और उबर इंडिया को यह अवसर प्रदान करने के लिए दिल से आभार व्यक्त करती हूँ। आज मेरी आकांक्षा है की एवरेस्ट से समर्थन के साथ मैं 100 से अधिक कारें लीज पर लू और 200 से अधिक ड्राइवरों को रोजगार प्रदान करू। यही मेरा लक्ष्य है. मेरा नाम रुबीना है और यह बस मेरी शुरुआत है। एक दिन, मैं चाहती हूँ कि मेरी कहानी समर्पण और प्रेरणा का प्रमाण बने और दूसरों को भी प्रेरित करे।

मेरे जैसी सभी महत्वाकांक्षी महिला एंटरप्रेन्योरस के लिए, मेरा एक संदेश है: इस सच का सामना करें और स्वीकार करें कि जीवन सबके लिए हमेशा सही नहीं होता, हर स्तर पर विभिन्न बाधाएं होंगी, लेकिन याद रखें कि आसान सफलता जैसी कोई चीज नहीं है, और आपको इसका सामना करना पड़ेगा। रास्ते में अनगिनत चुनौतियाँ और असफलताएँ मिलेंगी। लेकिन आपको अपना सिर ऊंचा रखना होगा और अपना सर्वश्रेष्ठ प्रयास जारी रखना होगा। अगर आप में इन बाधाओं के बावजूद जारी रखने की इच्छाशक्ति और जुनून है, इतना आप निश्चित इसपर रूप से जीत हासिल कर सकती है।



मेरा नाम रुबीना है, और यह मेरी कहानी है :

एक रुढ़िवादी परिवार में पली-बढ़ी होने के कारण, अक्सर यह धारणा मुझ पर हावी हो जाती थी कि मुझे अपने करियर और आकांक्षाओं के मुकाबले अपने परिवार और देखभाल की जिम्मेदारियों को प्राथमिकता देनी चाहिए। इससे मुझे अपने आत्मविश्वास और अपनी क्षमताओं पर संदेह होने लगा था। मुझसे लगातार कहा गया कि व्यवसाय महिलाओं के लिए नहीं है, और मुझे कई संघर्ष और कई असफलताओं का सामना करना पड़ा।

विभिन्न कॉर्पोरेट कंपनियों में 6 वर्षों तक काम करने और कुछ असफल व्यवसायों को आजमाने के बाद, मुझे एक उबर ड्राइवर से एवरेस्ट फ्लीट के बारे में पता चला। उनकी कहानी बहुत प्रेरणादायक थी, इसने मुझे तुरंत अपना खुद का फ्लीट व्यवसाय शुरू करने का विचार दिया।

जुलाई 2023 में, मैंने एवरेस्ट फ्लीट से संपर्क किया, और केवल एक कार के साथ अपनी यात्रा शुरू की। आज, लगभग 8 महीनों के बाद, मैं एक महिला इंटरप्रेन्योर के रूप में प्रगति कर चुकी हूँ। अब मेरे पास चेन्नई में एवरेस्ट फ्लीट की कुल 19 कारें हैं जो उबर पर चल रही हैं। मेरे पास 40 कार ड्राइवर्स और एक ऑपरेशन मैनेजर की एक टीम है जो इस फ्लीट का हिस्सा हैं और इसे चला रहे हैं।



DISCLOSURES AND STANDARDS



GRI: DISCLOSURES AND STANDARDS

GRI STANDARD	DISCLOSURES	DETAILS
GRI 2: General Disclosures 2021	2-7 Employees	As of the reporting period, our total workforce comprises 4,265 individuals across various employment statuses and locations in India.
	2-8 Workers who are not employees	16 on Xpheno (13 Male and 3 Female) Third party role, 81 Housekeeping, 94 security Guard, 6 Bouncer in Admin on Third Party
	2-9 Governance structure and composition	The organization's governance structure includes dedicated committees like the Internal Complaints Committee (POSH), Grievance Redressal Committee, and Whistleblower Committee, with oversight from senior leadership and external representation where required. Clear escalation protocols, anonymous reporting channels, and independent oversight (e.g., Audit Committee) ensure accountability. The Code of Conduct is enforced across levels, supported by regular training. Performance appraisals follow a structured process led by supervisors and HR. The Diversity & Inclusion framework is monitored by HR, promoting equitable practices. These mechanisms ensure responsible governance, ethical conduct, and alignment with ESG principles.
	2-10 Nomination and selection of the highest governance body	<p>1 Whistle Blowing; The members of the Whistle Blowing Audit Committee as per policy are as follows: -</p> <ul style="list-style-type: none"> i. Mr. Anand Chheda (Chairperson) ii. Mr. Shivang Unadkat (Secretary) iii. Mrs. Himani Ladsariya (Member) iv. CHRO <p>2. Posh Committee</p>

GRI STANDARD	DISCLOSURES	DETAILS
		<p>3. Grievance</p> <ul style="list-style-type: none"> - In case, the grievance involves the manager, then the employee needs to approach the City Leads.” - In the case of a Head wishing to raise a grievance, he/she should do so verbally with Founders and Co-Founders whose action or decision has given rise to the complaint - In absence of successful resolution of the grievance through discussion, a formal written complaint can be filed to Grievance Redressal Committee as the case may be copying the Head HR. <p>Level 2</p> <p>If the concerned employee is not satisfied with the above response from his/her immediate supervisor he/she can submit the grievance either written or through email complaints.everest@gmail.com along with the reply to the Grievance Officer. He/she would hear out the grievances of individuals and counsel them. Acknowledgement of the receipt of the grievance will be issued to the concerned employee. The Grievance Officer should redress If the grievance still persists, a formal grievance would be lodged and forwarded to the Grievance Redressal Committee.</p> <p>Grievance Redressal Committee will comprise of:</p> <ul style="list-style-type: none"> a. Any one member from Senior Management – Co-Founder/City Leads. b. Head of Finance; c. Head of HR; d. Any other member as nominated
	<p>2-15 Conflict of Interest</p>	<p>The organization enforces transparency by requiring employees to disclose potential conflicts of interest, ensuring decisions are made objectively without personal gain, thereby upholding ethical standards and stakeholder trust.</p>
	<p>2-19 Remuneration policies</p>	<p>The organization ensures fair remuneration through compliance with statutory requirements including minimum wages, maternity benefits, and social security, promoting equitable, transparent, and legally compliant compensation practices for all employees.</p>

GRI STANDARD	DISCLOSURES	DETAILS
	2-25 Processes to remediate negative impacts	A structured grievance redressal mechanism enables employees to report concerns confidentially, ensuring fair resolution through multi-level escalation, committee reviews, and timely actions aligned with principles of transparency for all employees.
GRI 204: Procurement Practices 2016	205-2 Communication and training about anti-corruption policies and procedures	Anti corruption policies are communicated through a structured whistleblower framework, training employees and suppliers to report misconduct confidentially, ensuring ethical procurement practices, transparency, and compliance with company values and legal standards.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	The company hired 2,111 new employees and recorded 2,239 attritions between Apr'24–Mar'25, reflecting dynamic workforce management with structured hiring, retention efforts, and responsive strategies to meet operational demands.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ol style="list-style-type: none"> 1. Medclaim Insurance upto 2 Lakh p.a for Gross salary 21000 and above. - Tie up with Bajaj and Better Place for Employee avail loan facility - Tie up with Jify for Salary Advance 2. Discretionary Amount Spend: Each employee 200 per Month for team bonding. 3. Marriage Gift: 5000 Rs 4. New born Baby of Employees: Silver Coin
	401-3 Parental leave	<ol style="list-style-type: none"> 1. Maternity Leave: 182 days if 80 days completed of employment and other benefits as per Law. 2. Paternity Leave: 8 days for 2 Kids

GRI STANDARD	DISCLOSURES	DETAILS
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	E cure free doctor consultation on call.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Health camp conducted
	403-5 Worker training on occupational health and safety	Fire safety drill and Repair safety guidelines shared by managers in quarterly workshops in hubs
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>31640 hours (tele callers), 2240 (FSE started in Jan)</p> <p>POSH awareness Training Quarterly for 1 hour</p> <p>Posh awareness training:</p> <p>English session: July 199, Dec 130</p> <p>Hindi Session: July 135, Sep 39, Dec 113</p> <p>Posh online Training in Hindi was conducted in July, Sept, Dec 2024</p> <p>Posh online Training in English was conducted in Aug and Dec 2024.</p> <p>Online Posh Awareness Training Jan - March 2025 30 mins for around 700 employee</p>

GRI STANDARD	DISCLOSURES	DETAILS
	<p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<p>100% Quarterly reviews and feedback of Active employees from Jan - Mar 2025, Annual appraisal team review in process</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	<p>Diversity Policy in Place: Male - 1390 Female - 286 Specially Abled - 5 This reflects our ongoing commitment to fostering a diverse and inclusive workplace that ensures equal opportunity and accessibility for all.</p>
	<p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>From April 2024 to March 2025, the average remuneration ratio of women to men stood at approximately 15.6% to 84.4%, while the average headcount ratio was 18.3% female to 81.7% male. The organization continues to monitor and address gender-based disparities in remuneration and representation.</p>

GRI STANDARD	DISCLOSURES	DETAILS
<p>GRI 406: Non-discrimination 2016</p>	<p>406-1 Incidents of discrimination and corrective actions taken</p>	<p>Case 1: Abrupt, discriminatory termination; lack of notice and dues. Corrective Action - HR clarified the decision, settled the dues and improved the communication.</p> <p>Case 2: Bias and False feedback from the manager. Corrective Action - HR investigated, counselled leadership, and reinforced fair reinforced training.</p> <p>Case 3: EV allocation bias and unequal support by locality/seniority. Corrective Action - SOP's recommunicated; hub heads instructed to ensure uniform support</p> <p>Case 4: Cultural exclusion during Iftar vs Other occasions Corrective Action: Inclusivity protocols introduced; regional event planning standardized</p>
<p>GRI 410: Security Practices 2016</p>	<p>GRI 410: Security Practices 2016</p>	<p>13 Admin and HR personnel were trained and certified on Incident management reporting and investigation.</p>



THANK YOU