

Environmental Policy

Polestar Analytics

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Distribution of Final Document

The following people are designated recipients of the final version of this document:

Name	Title
Chetan Alsisaria	Executive Director
Asim Jamil	Senior VP and Head – Human Resources
Atul Anand	Senior HR Consultant
Ayushi Yadav	ESG Consultant
ADD KEY STAKEHOLDERS FOR ALL DOMAINS OF ESG	Executive Management

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1. Introduction and Commitment

Polestar Analytics is committed to environmental sustainability as a core pillar of our ESG journey. As a digital transformation and analytics consulting firm, we recognize our responsibility to minimize our environmental impact and to lead by example through mindful resource consumption, low-carbon operations, and transparent reporting.

We aim to align with globally recognized frameworks such as the GRI Standards, TCFD, and Eco Vadis Environmental Pillar, and strive for continuous improvement and stakeholder trust.

2. Scope

This policy applies to all:

- Physical office locations (shared or exclusive)
- Remote and hybrid work operations
- It covers all employees operating under Polestar's management.

We commit to develop and refine the coverage and action items as we align our operations across all offices within India as well as all international offices.

3. Objectives

3.1 Qualitative Commitments

- Encourage energy-efficient operations through shared workspaces and mindful consumption.
- Promote digital-first, low-emission business practices. (Reducing printing requirements, digital notetaking, reusable marketing materials for recurring events – designs without dates and venues preventing need to print new materials)
- Raise internal awareness on sustainability through onboarding and regular engagement.

3.2 Quantitative Objectives

- Reduce office energy consumption per employee by **20% by 2027** (baseline: 2024).
- Transition **50% of employee devices** to **Energy Star-rated equipment** by **2026**.
- Encourage **80% of employees** to complete ESG onboarding training by **2025**.
- Measuring environmental costs and opportunity costs of business practices for key investment decisions of the business.

- Measure and start reporting assessment on **Scope 2 emissions annually**.

4. Resource Allocation

To support these goals:

- An annual ESG budget is allocated for activities like e-waste drives, green volunteering, and education campaigns.
- A cross-functional group of Climate Champions will lead green initiatives within departments.
- A system of recognition and rewards will be implemented to motivate ESG contributors.

5. Implementation in Action

5.1 Existing Initiatives:

A. Energy Efficiency

- Our offices use energy efficient leds and have motion sensing auto shut off lights to conserve energy.
- Optimize the use of office equipment (e.g., energy-saving appliances).

B. Waste Reduction and Recycling

- Reduced single-use paper cups in our operations; we promote reusable dishware in the pantry.
- Installed hand dryers in washrooms to promote less usage of tissue papers.
- Established a company-wide waste segregation program for plastic, dry waste and wet waste, which is sent to the local authorities for further processing.

C. Water Conservation

- Installed water-efficient fixtures and systems (e.g., low-flow faucets).
- Encourage employees to reduce water usage through internal campaigns.

D. Carbon Footprint Reduction

- We promote electric vehicles (evs)/hybrid for business travel and employee carpooling. We also have a car leasing policy, where we encourage employees to lease EV and hybrid

car models and get extra benefits on the purchase of EV vehicles from the local government.

- Tree plantation drives across US and India, with Grow-Trees and Arbor Day Foundation (CO2 Reduction: 19,616 Kg per year and Jobs Created: 91 in just 2024).
- We use video conferencing and virtual meetings to reduce the need for business travel for clients and admin-related work.

E. Sustainable Supply Chain

- Worked with suppliers who prioritize sustainable practices, including eco-friendly packaging and materials.
- Our supplier code of conduct includes sustainable practices.

F. Biodiversity Preservation

- Partnered with local ngos like AANGAN to support biodiversity projects.
- Established green spaces within the company's facilities (e.g., green rooftops, indoor plants).

- **ADD ANY BUDGET ALLOCATIONS – TBD**

5.2 Improvement strategy:

We will achieve our environmental goals by:

- Promoting public transport and green commuting.
- Supporting hybrid work to reduce unnecessary travel.
- Monitoring office utility use and IT energy consumption.
- Embedding ESG values into employee onboarding and training.

6. Review, Monitoring & Governance

- The **ESG Committee - a part of CSR Committee**, chaired by the ESG Officer, is responsible for policy oversight.
- Department heads will integrate environmental kpis into team operations.
- Third-party ESG assessments will be used to benchmark progress.

7. Summary

This Environmental Policy is our first step in building a structured, data-driven, and responsible approach to environmental management. We are committed to acting, measuring, and improving, and will hold ourselves accountable to industry-leading standards.